



ANALYSIS OF MONITORING AND EVALUATION THE LEARNING PROCESS TO IMPROVE THE PROFESSIONAL COMPETENCE OF LECTURERS AT THE FACULTY OF ECONOMICS JAKARTA STATE UNIVERSITY

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ABSTRACT

This study aims to: (1) To determine the professional competence of lecturers at the Faculty of Economics, Jakarta State University based on the results of monitoring and evaluation of lecturers in semester 116; (2) To find out the efforts of the faculty to improve the professional competence of lecturers at the Faculty of Economics, Jakarta State University; (3) To find out the implications of implementing monitoring and evaluating the learning process for increasing the professional competence of lecturers at the Faculty of Economics, Jakarta State University. This study uses descriptive qualitative research methods with data collection techniques of interviews, observation, and documentation. Where the focus of this research lies in monitoring and evaluating the ongoing process of implementing learning at Jakarta State University, especially at the Faculty of Economics and the professional competence of lecturers. The results of this study are: (1) If seen from the results of the 116th semester monitoring and evaluation on point 10 the results are not good, while in terms of background the lecturers should already have above average professional competence; (2) The Faculty has made efforts to hold several programs, including funding; (3) The implication of carrying out this monitoring and evaluation is as material for lecturer introspection.

Keywords: *monitoring, evaluation, monitoring and evaluation, lecturer, learning process, lecturer competence, professional competence*

INTRODUCTION

Education is an integrated part of human being. It is a consciously and responsibly effort on supporting, guiding and directing the growth and progress in student's life in order to have meaningful and purposed real life. In the other hand, learning process is aimed at bringing desired changes in every student. Therefore, education has the most important point on human being.

Based on Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 about National Education System or Sistem Pendidikan Nasional, stated that education is a conscious and well-designed effort on creating learning atmosphere and process to improve student's potential, having spiritual power, self-control, personalities, intelligences, mutual characters and skills, that will be required for themselves, peoples, our state and the Government.

The lecturers are the essential component of the University's learning system, as their roles, tasks, and responsibilities are will be the qualified education's measurement. The advanced educational quality which is supported by its staffs working improvement, as its most important tuitions holder, should be responsible of its learning, training, research, management and educational technical serving. Djoko Santoso stated that, to create a qualified high education, college must be having three minimum components, first, associated professor and their assistants. The second is supervisor, such as curriculum directors, academic deans, and the Head of a University. The third is its system. The lecturers must be qualified of course.

A tuitions success programs indicator is based on its adjustments on the designed processes, purpose-reaching consistency, and professional human resources, and efficient-effective application processes. In this part, monitoring and evaluation are being very important on observing and evaluating a program or activity whether it is desired.

Monitoring and evaluation as an act in comparing between designed evaluation and its realization and also their reached results. In conclusion, observing and evaluation is a process of controlling activities progresses. Basically, monitoring is an act to observe or control the process and its progress. It focused on the achieved information about the activities, not the results.

Therefore, for a successful monitoring and evaluating, it must be integrated done by composing target design, designing evaluations mean, doing field observation and then analyzing the result, until desired result will give achieved-reflected knowledge, qualified programs, activities and also to measure whether they reflect desired aims, including working evaluation on study. Many tuitions make it as their most important program, especially in Universitas Negeri Jakarta.

LITERATURE REVIEW

Monitoring and Evaluating

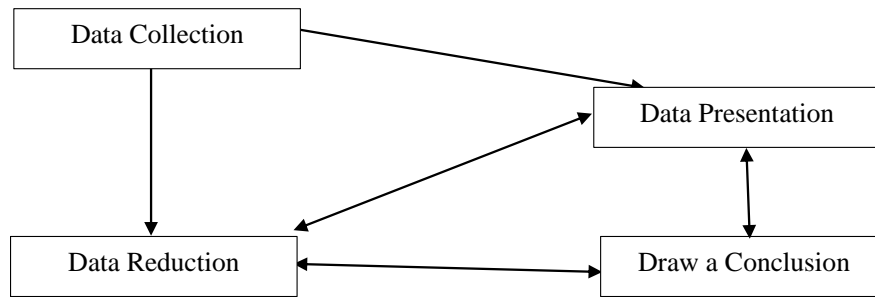
Monitoring is a process of problem solving after collecting and analyzing information about a program role (Nalahudin, 2010). Meanwhile, evaluating is an act on measuring the effectiveness of program's reaching and its effects. It is detected from the previous collected and analyzed data. According to Suharto, the aim of the monitoring and evaluating is to ascertain whether a role program well be done as we desire and highly recommended to use (Suharto, 2010).

The Lecturers Professional Competency

Competency is a personals ability and skill in relation to their responsibility or profession. (Trianto, 2006). A Lecturer is a teacher who give many information to their college students in a University. They are experienced on their own fields. With their help, they can create their intelligent college students (Djamarah, 2006). Based on Bab IV Pasal 10 Undang-Undang Guru dan Dosen Nomor 14 Tahun 2005, a qualified lecturer or teacher at least have four basic competencies, they are: pedagogical, personal, professional and social competencies. The word of "professional" is profession. It means a job with a specific comprehension and skill, which are acquired from specific training. Professional competency is an ability to be generally and deep mastered at learning materials, including the concept, structure, scientific method/technology/artistic-based learning materials based on curriculum, comprehend on integrated lessons, apply scientific concept in daily life by still reminding the national culture and its value.

METHOD

This type of research is descriptive qualitative. The research subject is a lecturer at the Faculty of Economics, Universitas Negeri Jakarta and the research object is the results of monitoring and evaluation in 116th semester and the professional competence of the lecturer at the Faculty of Economics, Universitas Negeri Jakarta. Using interview data collection techniques, observation, and documentation. The data processing technique is by collecting data, reducing data, presenting data, and drawing conclusions. As seen in the image below:



Source: modified from Miles & Huberman, 2017

Figure 1 Interactive Data Analysis Model

RESULTS AND DISCUSSION

1. Professional Competency based on Monev 116th semester's result

Based on the overall study programs analysis, according to the monitoring and evaluating result in 116th semester, Economics Program, Official Administration; Business Study; Accountancy; Management; Digital Business Sarjana Degree (S1); Digital Official Administration; Publican Sector Accountancy; Digital Marketing Diploma IV (D IV) Degree; Magister Accountancy and Magister Management Degree (S2), each items or competency or lecturer show the lowest score lies on the 10th items of professional aspects. (The lecturers use research products (scientific articles, books, etc.) as their learning literatures). Otherwise, the highest score lies on pedagogical and personal competencies. Every study program in the Economics Faculty shows 2.37 as their highest point and 1.26 as the lowest ones.

It does not mean that lecturers of Economics Faculty professional competency is bad nor the instrument is invalid, but because of the monev is basically misunderstood by the college students perceptions. The tenth point is clearly delivered in their classes, but it does not state on RPS. So, their lecturers professional competency gets the worst score, not only in the Economics Faculty, but also in another faculty in UNJ.

Overall, every instrument's item in monev, have presented measurement competencies and it is well being done, but after this, the University will hold review meeting and being followed up in 2023'd working program. The deans of the University have a curriculum jamboree event to review RPS.

A qualified lecturer is the one who has high professional competency, it is being showed up by their educational background, having PEKERTI certified, applied approach certified, lecturer's certification, TOEFL and TPA. Generally, they have to be qualified, because when they are being recruited, the requirements are must be fulfilled.

2. Faculty's Effort on Improving Lecturers Professional Competency

The faculty has done several ways on improving its lecturer's competencies, especially the professional one by doing some programs. As in the self-improvement program, it gives many chance for them on reaching further and advanced study, because professionally, they will have a functional position that had to be aimed at reaching to be a master or Guru Besar. From the advanced function, sixty percent of the stated and the outsourced lecturers have to get into the deans, The Chief of Deans and Guru Besar.

Moreover, the three splatted fields, that are; teaching or educational; research; and citizens service fields, Economics Faculty has rolled many international programs. It proves that they really concern about their lecturer's competency, especially the professional one on improving their quality and highly accredited.

The last but not at least is their foundation. It has certain foundation on rolling many programs for supports, such as; competency's certification and teacher exchange.

3. The Impact of Monitoring and Evaluating Program

The most important impact of the monitoring and evaluating program is the lecturers can measure and evaluate their work in a year or a semester, as an introspection. They can ascertain whether aspects have to be improved and modified or removed in the teaching processes.

If one of them gets a good monitoring and evaluating result, the faculty would send them appreciation's letter to keep on improving their good work, otherwise they faculty would send them a warning letter, in order to revise their lack points by doing recommended additional training program or workshop to create better competency.

Many internal and external factors affect their competency. The internal factors may be initiated from the lecturers themselves, such as teaching experience background and their work ethic. Meanwhile, the external one may involve situational factors, such as; organizational policies, working environment, teaching equipment and literatures, the fee, social environment, etc. Those factors will interact each other and affect the lecturer's competency on teaching. (Budiada, 2012).

The lecturers professional and personal competencies really give great impact on their college students learning motivation. Creative, professional and fun learning will be reached through it. So, their college students will be more attracted and motivated to get involved into their learning process.

Conclusion

1. Based on the research, it can be concluded that, according to the 116th semester monitoring and evaluating result, Economics Faculty's lecturer's professional competency is still lower than other competencies, their pedagogic, personal, and social ones. But, based on the interview data with Mrs. Dr. Umi Widyastuti, SE, M.E., as The Chief of GPJM FE UNJ, almost every faculty in UNJ get the lowest score on the tenth point of the questionnaire, which is part of the professional competency. It is the major thing to hold on a review of RPS through Curriculum Jamboree in the 2023's working program. From their educational background, they should have to be a professional and above the rate, because they must have certain certificates before being recruited.
2. The faculty then have done many steps to improve their lecturer's professional competency, such as; giving them on reaching advanced study, further working stage into Guru Besar level, by doing one lecturer one Scopus, whoever write faster scientific writing, they are also given chances to be a teacher, trainer, supervisor, journal reviewer, and also internationally being an external editor. From the research side, they do international collaboration schemes with the Sabah University Malaysia. For public service, they help Indonesian families, who live in Jeddah and also they facilitate and do many foundation ways to support competence certification, teacher exchange and international publication.
3. The impact of the monitoring and evaluating program is the lecturers can measure and evaluate their work in a year or a semester, as an introspection. They can ascertain whether aspects have to be improved and modified or removed in the teaching processes. If one of them gets a good monitoring and evaluating result, the faculty would send them appreciation's letter to keep on improving their good work, otherwise they faculty would send them a warning letter, in order to revise their lack points by doing recommended additional training program or workshop to create better competency.

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