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The management performance and the absorption of graduation

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Abstract

This article analyzes the performance management shown through absorption of graduates into the world of work, satisfaction of HR and HR performance that includes faculty and academic staff. This research is descriptive research with method of documentation. The results showed that more than 87 percent have been absorbed into the world of work that showed MPL has developed a curriculum of high school teacher training and education so well that according to user needs graduates. In conclusion, the Satisfaction of HR indicated that the quantity or quality of something produced or services rendered by a person who does the job.

Keywords: Performance Management, Human Resources, Satisfaction.

El desempeño gerencial y la absorción de la graduación

Resumen

Este artículo analiza la gestión del rendimiento que se muestra a través de la absorción de los graduados en el mundo del trabajo, la satisfacción de los recursos humanos y el rendimiento de los recursos

humanos que incluye personal docente y académico. Esta investigación es una investigación descriptiva con método de documentación. Los resultados mostraron que más del 87 por ciento ha sido absorbido por el mundo laboral que mostró que MPL ha desarrollado un plan de estudios de capacitación y educación de docentes de escuelas secundarias tan bien que, según las necesidades de los usuarios, los graduados. En conclusión, la Satisfacción de Recursos Humanos indicó que la cantidad o calidad de algo producido o servicios prestados por una persona que hace el trabajo.

Palabras clave: Gestión del Desempeño, Recursos Humanos, Satisfacción.

1. INTRODUCTION

The rapid increase in the number of universities in Lampung, the more choice people's universities, both public and private sector. This lets users and communities can define their own products or services produced by universities can meet their needs. It is of course increasingly making the competition intercollegiate becoming increasingly stringent, especially for LPTK. To be able to survive and win the competition, then colleges are required to have a vision that is in accordance with the development of science and the needs of society. Furthermore, to be able to implement the vision needs to be a strategy implemented in a planned, systematic and long-term, so the college will have advantages over competitors. In the application of a higher education strategy, necessary to measure the performance, so as to know the level of success as well as the effect of applying such a strategy for college (Oliver, 2013).

This performance measurement is also part of the process of information retrieval, where proficiency level information can be used as a reference in strategic planning and increasing competitiveness (Shabbir et al., 2018). To win the global competition the increase in performance over time is a must. According to Koh, to determine the extent to which the effectiveness of the company's strategy in improving performance, it would require a comprehensive performance measurement.

STKIP MPL is the only one who is in the district LPTK Pringsewu who has aspirations to become a superior and Islamic LPTK in 2031. Leaders know STKIP MPL as the college management should be aware that to set out a strategy to realize the vision requires comprehensive information on performance universities from various aspects. For that needed a comprehensive performance assessment which can produce full information. Until the end of 2015, the number of active students STKIP Lampung Muhammadiyah Pringsewu listed in Higher Education Data Base (PDDIKTI) reached 1,242 students. This suggests that public confidence in the STKIP MPL is still quite high. Therefore the management in this regard led STKIP MPL minimum required to improve or maintain the existing conditions by improving the quality of output that can be drawn from the increased absorption of graduates in District Pringsewu.

In addition, as management leaders also must constantly improve the performance of its human resources, in this case, the performance of teachers and other education personnel. Absorption of

graduates into the world of work and the performance of HR is a picture of MPL STKIP achievement overall performance. Performance is an overview of the implementation of an activity level of achievement in realizing the vision, mission, goals and objectives STKIP MPL contained in the Strategic Plan STKIP MPL. Performance would have been meaningless if we did not measure performance. Performance measurement is performed to determine the degree to which the achievement of the vision, mission, goals and objectives have been achieved.

Furthermore, the results of these measurements will be used as a reference to the progress made by the college. This is in accordance with what is stated by Nurlaila (2010) is a performance measurement produces highly useful information for management decisions as well as stakeholders. This article describes the performance management or so-called Management of performance of STKIP MPL shown through absorption of graduates into the world of work, the satisfaction of HR and HR performance that includes faculty and academic staff. Absorption of graduates in the world of work describes the graduate's user confidence and satisfaction. Increased absorption of graduates every year shows that customers or users feel satisfied so they will continue to believe against STKIP MPL graduates as teachers in schools in the district Pringsewu.

According to Mathis and Jacson (2006), customer or user satisfaction is the first step to retaining customers or users (retention) as well as acquire new users (acquisition). This is reinforced by the

opinions Kotler (2000) which states that if a customer is satisfied with the company's products and services, the company will benefit resulting from the retention and acquisition. Satisfaction SDM also be one measure for management performance STKIP MPL see this case in accordance with the opinion Luthans (2005) who interpret the performance as the quantity or quality of something produced or services rendered by a person who does the job. In this case, do the job and produce the services are led, so please note the degree to which the success of the leadership work.

Performance or achievements can also be interpreted as a comparison of the work with the standards ditatapkan (Ahmad & Ahmad, 2018). In this case, the leader as a manager is able to compare the achievements of subordinates working with the targets set. Meanwhile, according to Gilgarcia & Martinezmoyano (2007) stated that performance management is the overall activities undertaken to improve organizational performance, including the performance of each individual or HR. This means that the overall performance of the institution can be seen from the performance of each individual working in it. This is reinforced by the opinion Howell & Avolio (1993) which states that the performance is also interpreted as the result or output of a process. Based on the above the MPL STKIP management performance can be seen from the absorption of graduates, the satisfaction of human resources as a benchmark for performance management, and performance of human resources is part STKIP organization MPL (Shoham & Perry, 2009).

2. METHODOLOGY

This study used descriptive research with the method of documentation. The documentation in question is a document on a tracking survey of alumni for 2 years, satisfaction surveys document lecturers and education staff for 2 years, the report documents the performance of lecturers and education staff for 2 years. This data was obtained from the Center for Quality Assurance (PPM) STKIP MPL. Document tracking survey of alumni is used to see the percentage of alumni who absorbed as a school teacher who was in the district Pringsewu in 2015. The document satisfaction survey conducted lecturers and academic staff to see the level of satisfaction of faculty and academic staff to the management of MPL STKIP in 2014, and 2015. While the report documents the performance of lecturers and academic staff is used to view the performance of lecturers and academic staff to their duties on the idea in 2014 and 2015 (Dessler, 2000).

3. DISCUSSION AND RESULTS

3.1. Absorption of graduates in the workplace

Based on analysis of documents of alumni tracking survey conducted in 2015 on the 350 graduates who are in The District Pringsewu obtained the following data:

Table 1: Number of graduates with the field work

No	Job type	Number
1.	Private Teacher	79
3.	TeacherState	212
4.	Lecturer	12
5.	Other field	47
	Total	350

Source: author, 2017

Data in Table 1 is the data of graduates who worked as a teacher spread into 19 state schools and 17 private schools in the district Pringsewu.
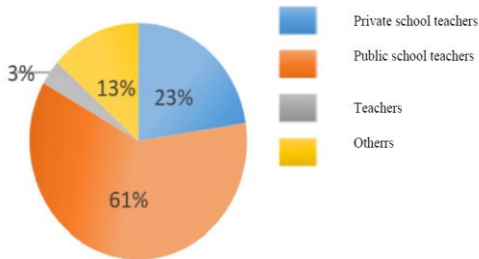
Percentage of job type from graduates

Figure 1: Percentage of types of jobs graduates
Source: author, 2017

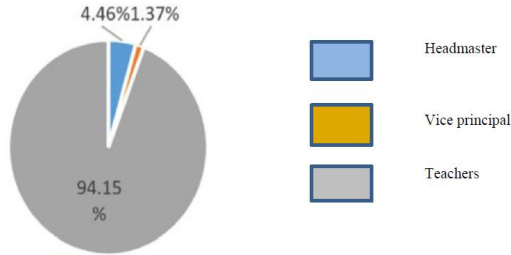**Percentage of the profession of the positions of the graduates**

Figure 2: Percentage of types of positions graduates
Source: author, 2017

3.2. Satisfaction Education Lecturers and staff

Based satisfaction surveys document analysis lecturers and teaching staff were conducted in 2014 and 2015 obtained the following data:
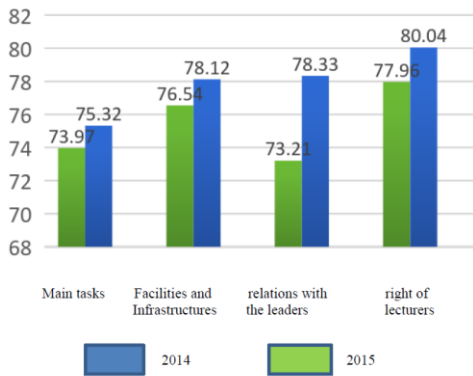

Figure 3: Results of faculty satisfaction survey in 2014 and 2015
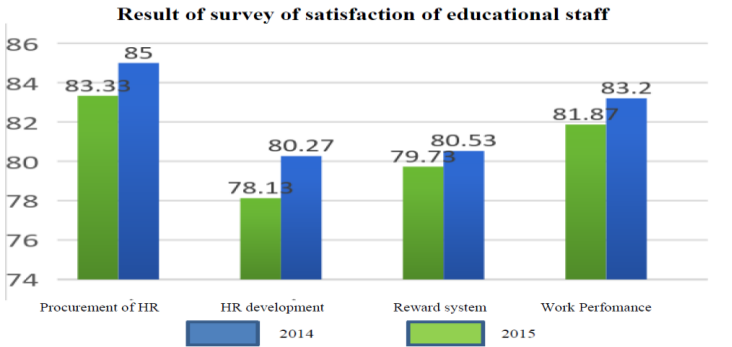Source: author, 2017

Figure 4: Results of educational staff satisfaction surveys in 2014 and 2015
Source: author, 2017

3.3. Lecturer and Workforce performance

Based on analysis of performance reports documents lecturers and teaching staff were conducted in 2014 and 2015 obtained the following data:
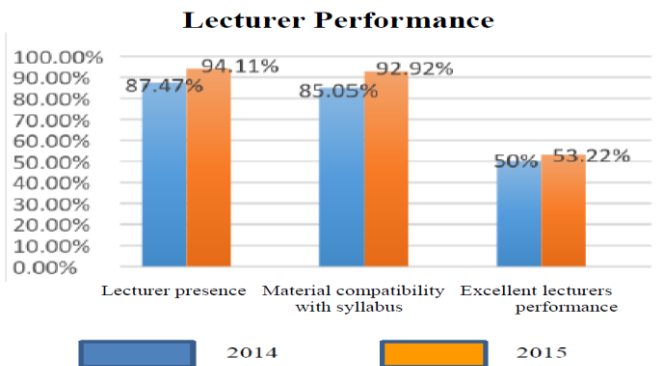

Figure 5: performance lecturer in 2014 and 2015
Source: author, 2017
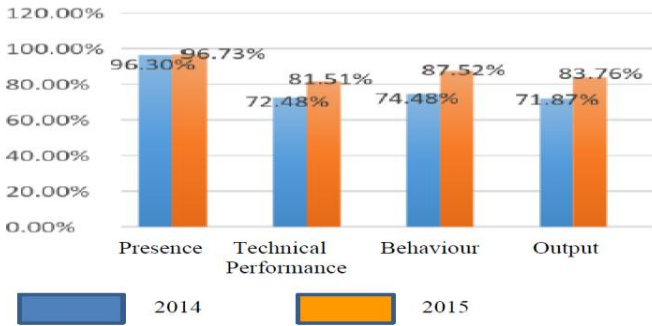
Percentage performance of education personnel

Figure 6: performance workforce 2014 and 2015
Source: author, 2017

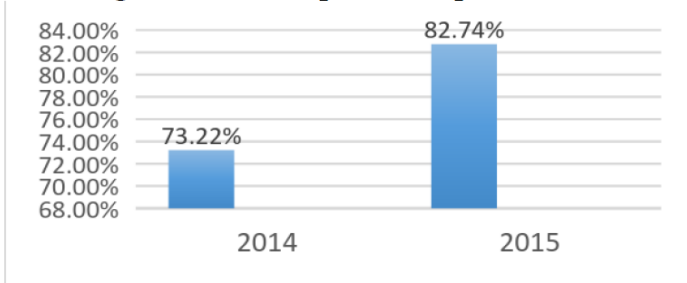**Percentage of education personnel performance index**

Figure 7: Personnel performance Index 2014-2015
Source: author, 2017

3.4. Graduates in the working world absorption

High School of Teaching and Education of Muhammadiyah Pringsewu Lampung (STKIP MPL) is the only LPTK sati in the

District Pringsewu Lampung. STKIP MPL until 2008 had 3 study programs Mathematics Education, Guidance and Counseling, and Education Indonesian Language and Literature. Then in 2009 increased the courses are courses in English Education. In realizing the MPL STKIP mission is to improve the institutional capacity in a sustainable manner, then in 2017 STKIP MPL develop wings by adding two new courses namely Primary School Teacher Education (PGSD) and Dance Education.

Extra effort courses that have been conducted STKIP MPL is a consequence of a higher education institution to continually increase its presence in the arena of education. However, it is not enough if only the increase in the quantity of the number of courses, but also need the existence of the graduates or output that has been produced as well as qualified human resources to perform STKIP MPL good management in the public eye. Performance management or commonly referred to as the Management of the performance of an institution/organization is very influential in society as well as the user kredibelitas graduates. This applies also to the STKIP MPL (Garrison & Kanuka, 2004).

3.5. Satisfaction Education Lecturers and power

Management performance STKIP MPL is not only seen through the output but also can be seen from the satisfaction of human resources in it as well as the performance of each line with the main

function. HR satisfaction as lecturers and education staff on the management of MPL STKIP can be seen in Figure 3 and Figure 4. Figure 3 shows that the satisfaction of lecturers from four aspects has increased from year to year. When viewed on average, four aspects of obtaining satisfaction scores in a row amounted to 74.64; 77.33; 75.77; dan79. Aspects of the main tasks of satisfaction gained by 74.64 it illustrates that the lecturers have been satisfied with the performance STKIP MPL management in the management of basic tasks such as education and teaching faculty, research, and community service.

Aspects of facilities and infrastructure to get the satisfaction score of 77.33 this illustrates that the lecturers have been satisfied with the performance management STKIP MPL in terms of setting up, maintain, develop facilities and infrastructure to support Caturdharma. Aspects of relations with the leaders derive satisfaction score of 75.77. The figure shows that the lecturers have a very good relationship with the leadership of STKIP MPL. This illustrates that the leadership has the ability to communicate well with faculty, provide motivation for the development of faculty achievement, and continues to provide rewards to the work of lecturers (Locke, 2007). Work always deals with remuneration or salary. Apparently, management STKIP MPL also rated well by the faculty in terms of entitlement lecturers. This aspect of the assessment greatest gain is 79, the greatest numbers when compared to the previous three aspects. This illustrates that leadership as a manager can manage their finances so that lecturers acquire rights in accordance with the main function of management.

3.6. Lecturer Performance and Workforce

Performance human resources are Management of performance. STKIP MPL We can see the Management of the performance of an organization by looking at the performance of each part in it in this case teachers and other education personnel. Figure 5. Shows faculty performance from year to year. When viewed from the average, the performance of lecturers in teaching attendance reached 90.79%, the suitability of the material with the SAP reached 88.98%, and the number of faculty performance very well reached 51.61%.in accordance with the theory Management of performance which says that the measurement of the performance can be seen from the achievement of the targeted results already achieved. Attendance reached 90.79% of lecturers in accordance with the Strategic Plan, namely more than 90%, this case illustrates that a very high level of discipline faculty. Conformity with SAP material reached 88.98% in accordance with the Strategic Plan, namely more than 80%, this illustrates that the lecturers have been able to implement exactly what is in the curriculum, as well as to implement lesson plans that are planned in the learning process in the classroom

Lecturers who obtained excellent performance reached 51.61%> 50% in accordance with the target in STKIP RENSTRA MPL. It also illustrates that there are more than 30 percent are performing very well. HR in MPL STKIP not only faculty, but staff also contributed greatly to the continuity STKIP MPL. The educational staff consists of technical personnel, laboratory assistants, librarians

and administrative staff have a very important role in the creation of a conducive academic atmosphere. Figure 6 shows that the performance in every aspect from year to year has increased. Both from the presence, technical, behaviors, and outcomes. The average percentage of attendance of education personnel in a year that is 96.51%.

This indicates that the level of discipline academic staff is very high which indicates that the head STKIP MPL is able to apply the rules strictly and executed by subordinates. Furthermore, the performance of educators on the technical aspects of achieving an average of 77.01%, meaning that educators have been able to provide excellent services to students and faculty. This aspect also illustrates that educators have a good competence to accomplish the duties and responsibilities of each. The ability of educators in accomplishing its tasks in accordance with the competence and expertise is the description that the leadership as a manager has been able to map out the duties and responsibilities in accordance with the competence and expertise of his subordinates (Mollaei et al, 2014).

While the behavioral aspects of achieving 81%. This suggests that educators have a very good character in accordance with the vision STKIP MPL is Islamic. It will not be achieved without a good example of leadership. The work of education personnel will also be a benchmark for determining the results of

management performance STKIP MPL. The work of education personnel averaged 77.81%. This value is in both categories of educational personnel performance evaluation. The success of education personnel also to the leadership, if educators have a good performance, the performance management STKIP MPL was also good (García-Santillán, 2019).

4. CONCLUSION

Management Performance or so-called management performance STKIP MPLin terms of the absorption of graduates into the world of work in accordance with the areas of expertise reaches 87% or more than the target achievement that should be of 80%. When viewed from the level of satisfaction of HR reached 79.09 showing that human resources management is very satisfied with the performance STKIP MPL. As for the performance of human resources made up of faculty and staff, both showed a good performance, namely for 51.61% of lecturers are lecturers have a very good performance, 49.39% of lecturers have good performance and for education personnel, 100% educators have good performance.

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