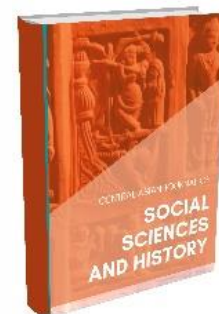




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**CENTRAL ASIAN JOURNAL OF
SOCIAL SCIENCES AND HISTORY**

Journal homepage: www.http://cajssh.centralasianstudies.org/index.php/CAJSSH



Assessment of Lecturer Certification in University

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Abstract:

Educators and education staff are a system that manages human resources so that they have the potential to realize the national education goals. One of the educators and education staff in the institution is the lecturers who have professional education and scientists whose main task is to transform, develop, and disseminate science, technology, and art through the "University's Tri Dharma" (education, research, and community service). Lecturer certification is a process of giving educator certificates to lecturers. Lecturer certification aims to assess the professionalism of lecturers which is used to determine the feasibility of lecturers, protect the lecturer's profession as the learning agents in universities, improve educational processes and outcomes and accelerate the realization of educational goals. To get an educator certificate, a lecturer must first have a lecturer certification. The lecturer certification process in the current year is known as SMART (Simple, Modern-More Innovative, Accountable, Responsive, Transparent).

ARTICLE INFO

Article history:

Received 29 Oct 2021

Received in revised form

30 Nov 2021

Accepted 10 Dec

Available online 11 Dec 2021

Keywords: Lecturer, Lecturer
Certification, SMART.

INTRODUCTION

The quality of education has an important role in a country. The Ministry of Research, Technology and Higher Education has started to implement a national lecturer certification program for lecturers in Indonesia as stipulated in the Law on Teachers and Lecturers Number 14/2005 concerning Teachers and Lecturers. Lecturers as professional educators and scholars have the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service in a system (Piscayanti, 2015)

The system is a process, and that process leads to getting better results. Certified lecturers are seen as a process that will generate standard lecturer competencies and implementation roles to achieve better performance. This is by the goal-setting theory (Latham & Locke, 1991; Daromes, 2015) which states: that individual goals are selected/certified through processes and mechanisms. Lecturers who have been certified must convince themselves that they deserve to be called professional lecturers who raise self-efficacy beliefs in a psychological form. Under these conditions, the lecturers must strengthen themselves in the form of mental development to achieve performance, especially his role in the form of the University's Tri Dharma and other supporting components (Mulyani, 2017).

Professional is defined as a job or activity that is carried out and becomes a source of income that requires skills and expertise that meet certain quality standards or norms and also professional education. Certified lecturers are lecturers who have obtained credentials from an authorized source from the government. Educator certifications are obtained after they report their self-description of teaching qualifications including several academic and professional degrees. Thus with that idea, researchers are interested in discussing lecturer certification in universities that are focused on "Assessment of Lecturer Certification in University."

METHODS

The type of research used in this paper is descriptive research. Descriptive is an explanation of the topic or theme raised, which is the topic in this study about the Assessment of Lecturer Certification in University. The method used is a literature study by looking for literature and references that are in line with the research topic. This study uses literacy sources that come from trusted sources such as books or research that has been done previously by other experts.

RESULTS AND DISCUSSION

Lecturers concept

Lecturers are professional educators and scientists whose main task is to transform, develop, and disseminate science, technology, and art through education, research, and community service. Lecturers have positions as professionals at the level of higher education who are appointed by applicable laws and regulations, and the recognition of the position of lecturers is evidenced by the existence of an educator certificate.

Lecturers' function is to increase the dignity and role of lecturers as agents of learning, development of science, technology, and art, as well as community service and improve the quality of national education. Lecturers must have academic qualifications, competencies, educator certificates, be physically and mentally healthy, and meet other qualifications required by the higher education unit

where they don't work, and have the ability to realize national education goals. The academic qualifications of lecturers are obtained through university postgraduate programs that are accredited according to their skills, lecturers have academic qualifications of at least a master's program graduate for a diploma program or undergraduate program and a doctoral program graduate for a postgraduate program, as well as anyone who has expertise with broad achievements can be appointed as a lecturer.

Lecturer certification

Lecturer Certification is a process and form of acknowledgment of a lecturer related to qualifications, competencies, and contributions that deserve to be called professional lecturers (Daromes, 2015).

The Law of Republic Indonesia No 14/2005 concerning Teachers and Lecturers is an education policy to improve the quality of education. The lecturer certification program is aimed at lecturers of higher education institutions, while the target is to increase lecturer productivity as reflected in performance. Based on the law, article 47 states that educator certificates for lecturers are given after meeting the following requirements: 1) Having work experience as an educator at a tertiary institution for at least two years; 2) Having an academic position of at least an expert assistant; and 3) Graduated certification carried out by tertiary institutions that organize educational personnel recruitment programs at universities determined by the government.

Lecturer certification is a process of giving educator certificates to lecturers. Lecturer certification aims to assess the professionalism of lecturers which is used to determine the feasibility of lecturers, protect the lecturer profession as learning agents in universities, improve educational processes and outcomes and accelerate the realization of national education goals. Educator certification for lecturers (SERDOS), has the requirements for educator certification participants for lecturers, namely:

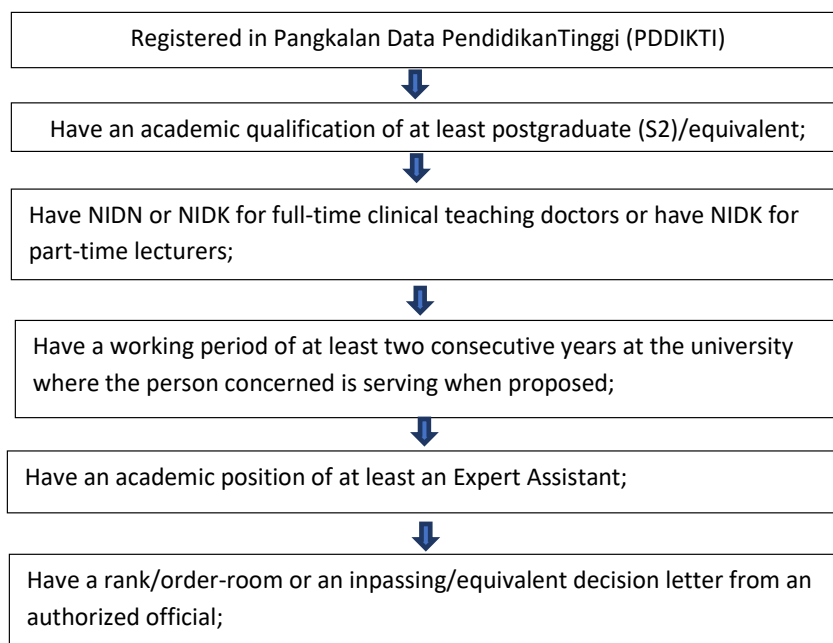


Fig 1. Educator certification participant requirements for lecturers

The process of determining certification for lecturers in higher education can be carried out through 5 stages as follows:

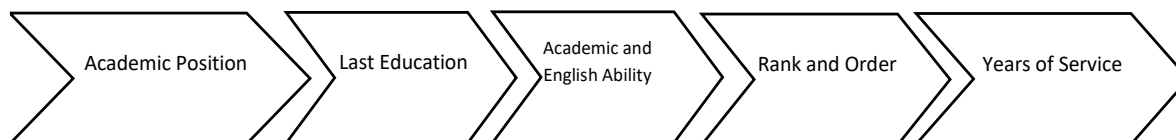


Fig 2. The process of determining certification participants

Lecturer certification is carried out in three stages, *videlicet*, the first stage is the initial preparation of the lecturer portfolio and the application of DYS candidates as DYS, the second stage is the perceptual assessment, the preparation of the PDD-UKTPT document, and the submission of an external assessment, and the third stage is the assessment of the PDD-UKTPT by the assessor, determining graduation, and issuance of certificates. The lecturer portfolio in 2021 is compiled from stage 1 to stage 2, and the lecturer portfolio will be considered final at stage 3. The first part of the lecturer portfolio includes DYS curriculum vitae data, diploma documents, decision documents for the application of lecturer functional positions, application decision documents class/rank or equivalent.

Documents of lecturer performance reports for two consecutive years, data on basic academic ability results from institutions recognized by the Ministry of Education and Culture, data on English language proficiency test results from institutions recognized by the Ministry of Education and Culture, and PEKERTI/AA program certificate documents from recognized universities implementing the program by the Ministry of Education and Culture. Meanwhile, the second part of the lecturer's portfolio includes the lecturer's self-declaration document in the performance of the university's Tri Dharma and perceptual assessment data.

2008 -2009	Certification for professors and head professors. quota of participants for each PTU. Implementation with manual system
2010	Changes in the instrument of lecturer certification in DD from 32 items to 24 items. Implementation with manual system
2011-2012	lecturer certification instrument refinement. National quota of participants. Full online and integrated system. DD narrative similarity test narrative similarity test
2013-2016	Rating changes. Addition of TKDA & TKBI. Combined value. KI publications. The obligation of DYS candidates to participate in the socialization. PEKERTI/AA substitution. TB lecturers can join lecturer certification
2017-2018	Change of groove by adding D5
2019-2020	Lecturer certification application with SISTER
2021- ...	lecturer certification with SMART

Fig 3. Changes in lecturer certification system 2008-2021 (Tim Asesmen BKD, 2019).

The lecturer certification process utilizes the use of information and communication technology, namely the integrated lecture certification management using the Integrated Resource Information System / *SistemInformasiSumberdayaTerintegrasi* (SISTER) application. The implementation of the Lecturer Certification Program since 2017 is based on online and integration of lecturer data to support lecturer career development and academic cultural values as well as honesty in the context of character education in higher education. Contribution assessment is carried out on the development of Tri Dharma and basic competencies of lecturers including social competencies shown by English language skills, academic potential, and scientific publications.

Lecturer certification in 2017 still follows the provisions of the previous lecturer certification but has undergone improvements in terms of the assessment stages. In 2017, lecturers who have been designated as DYS (D4) will be assessed by a Perceptual Appraiser and an Empirical Assessment (combined assessment) conducted before DYS composes a Self-Description. If DYS meets the minimum requirements for a combined score, then DYS has the right to compile a Self-Description (D5), which will be assessed by the Assessor at PTPS. Meanwhile, since 2019 there have been updates in the application aspects used, namely as a database of lecturers participating in lecturer certification (D1, D3 D4, and D5) and all preparation and assessment of lecturer certification instruments/forms using the SISTER (Integrated Resource Information System) application. The use of SISTER is also intended as an effort to integrate career development of resources under the Ministry. Furthermore, it is hoped that it can provide national education in upholding the principles of honesty and accountability through the use of an online certification system for academics in higher education.

Lecturer Certification with SMART, namely: Simple: through three stages in the process, very simple compared to the previous lecturer certification process. Modern-More Innovative: full online in its implementation, the lecturer's innovation aspect in the Tri Dharma is the main point. Accountable: the process and results can be accounted for. Responsive: response according to the situation and conditions, the spirit of an independent campus to learn. Transparent: the entire process can be monitored in real-time by the relevant parties in accordance with their authority. To achieve the SMART component, the following steps must be passed by a lecturer.

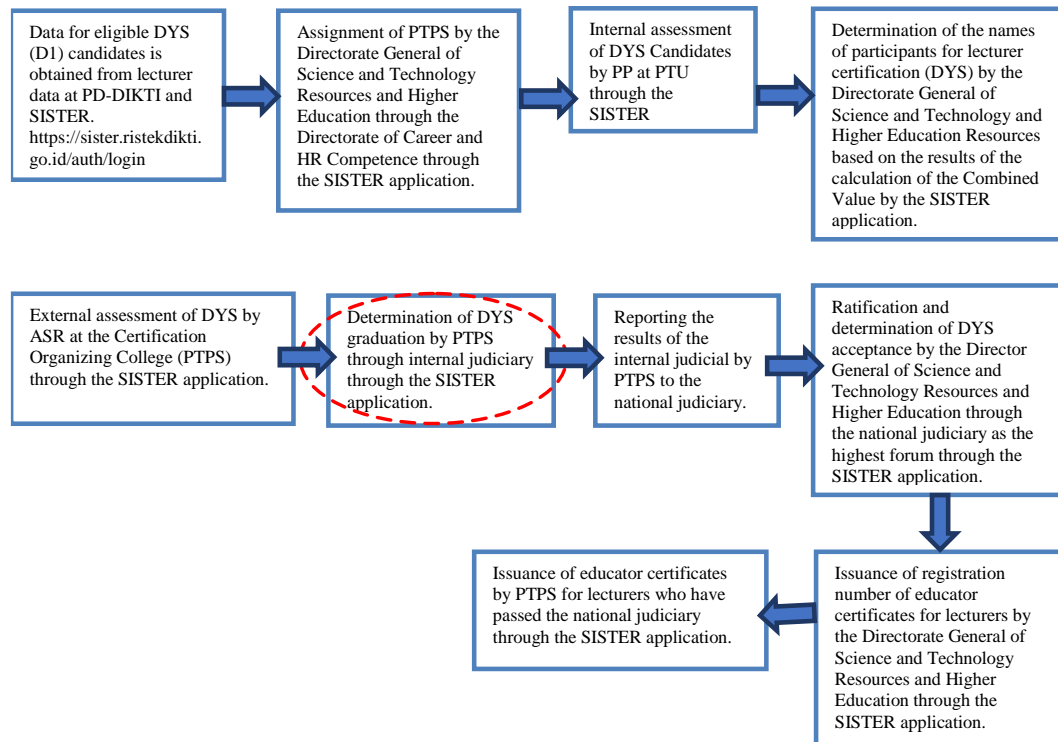


Fig 4. Lecturer certification stages

CONCLUSIONS

Lecturers are professional educators and scientists whose main task is to transform, develop, and disseminate science, technology, and art through education, research, and community service. Lecturer certification is a process of giving educator certificates to lecturers. Lecturer certification aims to assess the professionalism of lecturers which is used to determine the feasibility of lecturers, protect the lecturer profession as learning agents in universities, improve educational processes and outcomes and accelerate the realization of national education goals. Lecturer certification in the current year is known as SMART (*Simple, Modern-More Innovative, Accountable, Responsive, Transparent*)

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