

Leadership Role of Director of Akamigas Balongan in Improving the Quality of Superior Human Resources

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ABSTRACT

This research aims to analyze the Director's role of Akamigas Balongan Indramayu in building skilled human resources, mastering science and technology, and inviting global talent to cooperate with the government. The research method used in this research was a qualitative method with a descriptive analysis approach. The data source of this research was the primary and secondary data. This research used the purposive sampling technique. The Director of Akamigas Balongan implemented strategies to improve the quality of human resources. Among others, lecturers provided the opportunity to conduct further doctoral study based on scholarships/independent and delegated lecturers to attend training/conferences. It could improve the quality of competence and provide career-level improvement opportunities, available positions, and certifications. This research is beneficial to know some policies carried out by the leaders of Universities in realizing superior human resources and the vision, mission, and objectives of the University.

Keywords: *Leadership, Quality of Human Resources.*

1. INTRODUCTION

Akamigas Balongan Indramayu is one of the Private Universities under the auspices of LLDIKTI 4 West Java and Banten, established on August 2, 2002, with the Establishment Decree No. 167/D/O/2002. Akademi MINYAK & GAS Balongan Indramayu has three Study Programs, namely D3 Petroleum Study Program, D3 Chemical Engineering Study Program, and D3 Study Program for Occupational Safety and Fire Prevention. In carrying out the tridharma implementation of the Akamigas Balongan Indramayu, its vision is to become a quality college in producing human resources that can meet the needs of the industry, especially in the work field at the national level in 2021. It has missions 1) to conduct quality education in the field of Oil and Gas both theory and practice in accordance with applicable regulations at the national and international levels, 2) to carry out quality research activities in the field of Oil

and Gas, 3) to carry out community service activities in order to contribute in the form of thinking, problem solving in the area of Oil and Gas, 4) to establish cooperation with various agencies in the regional, national, and international spheres and have a goal of 1) producing superior graduates in the field of Oil and Gas science, 2) creating research in the area of Oil and Gas that is appropriate for the community, 3) contributing to community service activities in the form of thinking and problem solving to the needs of the community, 4) producing cooperation with various agencies at the regional, national, and international levels. The role of Academy Director according to [1] is to move, educate, influence, provide motivation and direction to a group of people or individuals in a higher education institution to develop the tri dharma quality of higher education. He provides various characteristics of leadership in higher education institutions, namely:

- Think creatively
- Conduct experiments and develop academic quality in a planned and systematic
- Respond quickly to internal and external problems
- Encourage the initiative of lecturers and education personnel
- Oriented to self-reliance and cooperation
- Make informed decisions
- Make decisions that are always competition-oriented to develop the universities managed.

The most critical resource in improving and advancing universities is Human Resources. Human resources are "the people who are ready, willing and able to contribute to organizational goals" [2]. Based on this opinion, HR becomes one of the available resources, which contributes to achieve its vision.

Crainer has 400 understandings about Leadership [3]. From various notions of leadership, some mention leadership as an activity of influencing groups or individuals, and leadership is the process of obtaining agreement on a common goal. Leadership is an effort to educate and direct others to achieve a set goal. Leadership is a correlation that affects its followers. In principle, leadership is a way to influence groups or individuals to achieve a set goal.

Research conducted by [4] showed that Indonesia's educational institutions was expected to produce superior human resources and compete to know science and technology. Reference [5] indicated that personal and situational aspects had significant positive influences and contributions to create superior performance. A leader's role in an organization is a defining role because every action taken affects all work processes. Research conducted by [6] suggested decision-makers at universities strove to develop HR strategies that improve employee competence and capabilities to achieve the organization's desired goals.

The number of lecturers in Akamigas Balongan Indramayu was as many as 60 consists of 30 Petroleum Lecturers, 9 Chemical Engineering Lecturers, 21 Occupational Safety Lecturers with 1631 fire prevention students. The ratio owned by Akamigas Balongan was 1:27. If it was seen from the rate, this number was not healthy because the study program's standard rate is 1:25. While in terms of academic positions, out of 60 lecturers, only 16 lecturers already had available parts in Expert Assistants and Electors, and 44 lecturers did not have open positions. This study analyzed the Director of Akamigas Balongan Indramayu's Human Resources role in realizing the vision and mission. In line with President Jokowi's programs in its first point to build skilled human resources, master science and technology, and invite global talent to cooperate with the

government. Cooperation with industry is also essential to be optimized, and technology to facilitate in reaching all corners of the country.

2. METHODS

The research used was descriptive research with a case study approach. According to [7], descriptive research aims to know, understand, and describe the characteristics of humans, events, or situations that are the focus of research. Also, descriptive analysis can help to think systematically about aspects in a particular case, provide ideas for further investigation, and simplify individual decisions. In this study, not testing hypotheses or explaining the data sources' relationship was purposive with data triangulation techniques. This method's choice stems from the problems discussed, namely the Director of Akamigas Balongan Indramayu's role in improving the quality of human resources, in this case, lecturers and education personnel.

3. RESULTS AND DISCUSSION

Akamigas Balongan Indramayu had several lecturers in the academic reporting year 2019/2020, as many as 60 Lecturers as shown in Table 1 and Table 2.

Table 1. Data Lecturer Akamigas Balongan Indramayu

No	Departement	Number of Lectures
1	Petroleum	30
2	Chemical Engineering	9
3	Work Safety and Fire Prevention	21

Table 2. Data Qualifications and Academic Position Lecturers Akamigas Balongan Indramayu

No	Education	Academic Degree			Amount
		Lektor	Expert Assistant	Teaching Staff	
1	S-3/Sp-2	0	0	0	0
2	S-2/Sp-1	2	14	44	60
3	Profession/S-1/D-4*	0	0	0	0
Amount		2	14	44	60

In addition to lecturers of Akamigas Balongan Indramayu, in carrying out tri dharma activities it involved higher education personnel, education personnel owned by Akamigas Balongan Indramayu as many as 37 personnel with the specifications in Table 3.

Table 3. Education Personnel Qualification Data

No	Types of Education Personnel	Number of Education Personnel					Amount
		S-2	S-1	D-4	D-3	SMA	
(1)	(2)	(4)	(5)	(6)	(7)	(10)	(11)
1	Librarian*	2	2		1		5
2	Laboran/ Technician / Analyst/		3		3		6

	Operator/ Programmer					
3	Administration		6			6
4	Other				20	20
Amount		2	11	4	20	37

The Director of Akamigas Balongan was appointed through SK Yayasan Bina Islami, assisted by the Vice Directors and Head of Study Program. In running tri dharma, Akamigas Balongan Indramayu had a Strategic Plan year 2016-2021, which contained a vision realization plan managing several aspects: Vision, governance system, students, Human Resources, Curriculum, Financing, Research, Community Service and Cooperation. In improving the quality of human resources director of the Akamigas, it has several programs: a) Improving the functional position of lecturers, b) Improving the competence of lecturers through further studies, conference / national publications - international, research, and community service, c) improving the competence of education personnel through education and training by their duties and responsibilities, d) giving appreciation to lecturers and education personnel who excel in their job, e) providing intensives to lecturers who have published the results of research in accredited scientific journals SINTA, f) providing regular raises, g) offering performance bonuses, h) providing Holiday Allowance.

Director of Akamigas Balongan Indramayu built a Credible, Transparent, Accountable, Responsible, and Fair governance system. Here is the implementation of the governance structure carried out by the Director of Akamigas Balongan Indramayu:

3.1 Credible

The Director established and established guidelines for recruiting lecturers and education personnel with the number 122/AKAMIGASBALONGAN/S.KEP.DIR/IX/2018, as an effort to explore the quality of prospective lecturers or education personnel who would be a part of the institution, the recruitment process is shown through Figure 1.

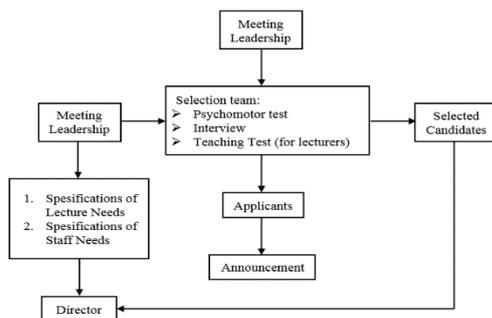


Figure 1. Flow of Selection/Recruitment System of Lecturers and Education Personnel

3.2 Transparent

In carrying out the openness process, the Director created an integrated system, such as the Academic Information System as an information center for lecturers and students' academic activities, and created social media groups related to education, research, and community service.

3.3 Accountable

Accountability applied in the environment Akamigas Balongan Indramayu realized the quality of human resources. Akamigas Balongan Indramayu has SPMI and GKMP for the implementation of hr quality assurance. Also, University Tridharma activities and skilled lecturers discussed intellectual agility, research, and community service. Thus, a comprehensive understanding of the relationships and mechanisms between leadership and engagement is essential for HR professionals who tell leaders how to foster followers' positive outcomes [8].

3.4 Responsible

All activities carried out in Akamigas Balongan Indramayu environment always applied the principles of Planning, Implementation, Evaluation, and Report both in education, research, and devotion such as semester academic reports, research reports, and devotion reports. In addition to having the principle, Akamigas Balongan Indramayu had guidelines Code of Ethics lecturers and employees, academic guidelines, and SOP to improve the quality of governance in the environment around Akamigas Balongan.

3.5 Fair

Fairness is applied to improve governance quality in the environment of Akamigas Balongan Indramayu, in terms of teaching load based on science. The distribution of the teaching hours of lecturers is always discussed at plenary meetings at the beginning of the semester and divided proportionally based on the load of teaching and the performance of lecturers. Distribution of student guidance team in student reasoning activities and thesis guidance was carried out proportionally and discussed in plenary meetings held every year, and Akamigas Balongan Indramayu had guidelines Code of ethics lecturers and education personnel who regulated the Justice of fellow lecturers and education personnel as well as reward and punishment.

Efforts to improve education personnel's qualifications and competence referred to Akamigas Balongan Indramayu policy. Media improvement of capabilities and competencies of education personnel were conducted through the involvement of education

personnel in workshop and training activities in the field of work of each education personnel.

3.6 Providing learning/training opportunities

Providing Training on Operationalization of Academic Management Information System to education personnel referred to the Decree of Director of Akamigas Balongan No. 102/AKAMIGAS/S.KEP.DIR/XI/2015. Academic Management Information System Training was conducted in 2014. The training was held to the Academic Section of Akamigas Balongan and operators throughout the Study Program to utilize internet media, academic and student lecture payment transactions, which will be more controlled by interested parties, such as the Akademi Minyak dan Gas, Study Programs and parents. Also, training for the study program operator was assigned in forlapdikti management training in Kopertis IV.

3.7 Provision of facilities (including funds)

The provision of funding facilities for improving the qualifications and competencies of education personnel in education/training costs Rp500.000 for each education personnel per semester for 8 semesters, referring to the Decree of the Director of Akamigas Balongan Indramayu Number 106/AKAMIGASBALONGAN/S.KEP.DIR/VI/2016 on Reassignment of Education/Training Costs for Employees within the Akamigas Balongan Indramayu. Education personnel was also given refreshing facilities by having vacations to tourist attractions such as Yogyakarta, Pangandaran, and Urns. While in terms of finances, the education personnel was offered a loan facility through the Cooperative of Akamigas Balongan at the institutional level, the Islamic Bina Cooperative.

3.8 Career path

Career level was given to improve the qualifications and competence of education personnel referred to the Rules of Staffing of The Akamigas Balongan Indramayu Number 79/AKAMIGASBALONGAN/S.KEP.DIR/VI/2016 Chapter IV Employment Relations and Probation Article 11 as career improvement from Akamigas Balongan Indramayu in employee status for two years to a permanent employee adjusted to the performance and service period of work and also gradually will be able to occupy a higher position.

4. CONCLUSIONS

Based on the discussion results on Director of the Akamigas Balongan Indramayu's role, the Director had prepared a 5-year Strategic Plan containing several aspects, including hr aspects. The Director implemented a strategy to improve human resources quality by offering lecturers to conduct further doctoral study through scholarship schemes, independent, and delegate lecturers to attend training/conferences. It was expected to improve the quality of competence, provide education funding assistance, provide opportunities for career level improvement, and certification of lecturers.

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