

Building a Culture of Learning to Accelerate the Advancement of Higher Learning

Ahmad Fathoni Rodli
Universitas Maarif Hasyim Latif
Sidoarjo, Indonesia
fathoni_rodli@dosen.umaha.ac.id

Adhi Prasnowo
Universitas Maarif Hasyim Latif
Sidoarjo, Indonesia
prasnowoadhi@dosen.umaha.ac.id

Muh. Barid Nizarudin Wajdi
STAI Miftahul Ula
Nganjuk, Indonesia
baridnizar@staimnglawak.ac.id

Sajiyo
Universitas 17 Agustus 1945
Surabaya, Indonesia
sajiyo@untag-sby.ac.id

Abstract—Synergize learning society with the concept of operational management of a college education is an approach that can be done to improve the quality. Based on the indicators on which the university management system assessment by the Ministry of Research Technology and Higher Education of the Republic of Indonesia. The method used in this study, to show their college accelerated progress by establishing a culture of learning society approach exploratory, descriptive and causal. In a study at the Universitas Maarif Hasyim Latif Sidoarjo based on four indicators ranking include Human Resources, Institutional, Student and research, and community service. And obtained generally achieved ratings of 2015, 2016 and 2017 were in 1747, 808 and 404. In the cluster colleges also increased, which was originally located in cluster 4 rose to cluster 3. It can be concluded that to build a culture as a perspective acceleration progress is by creating policies that tend towards the formation of working groups and the synergy between each group. From the condition of the formation of the group that's become a learning community concept between each individual in it with the vision and mission that is owned.

Keywords— *Learning Society, UMAHA, Higher Equation*

I. INTRODUCTION

Learning society is a society that likes learning or learning society. The process towards such a society must be achieved through formal education but also be done through a variety of fields and conditions of the community. However, most of the public and policy makers are confident that produce the educated public must go through formal education (schooling), so the focus of attention and energy as much as possible just spent to improve the formal education [1]. The college is an educational organization management unit with its status as a gathering place for the academic community as academicians, composed of various elements, among others: lecturers, staff and students. In the development process of the management of the college into a management that has a dynamic complexity of the problems, especially with regard to improving the quality as a form of progress indicator to a college. The basic point of concern is the improvement of the quality of the elements inherent in the operation of the college.

Synergize the operational concept of learning society with a college education management is an approach that can be done to improve the quality [2]. Based on the indicators on which the university management system assessment by the Ministry of Research Technology and Higher Education of the Republic of Indonesia. Synergy between the two parts should not be a difficulty because the college has become a formal institution in which education has been reached formally educated elements of society [3].

Ranked college affects many critical issues related to the performance of higher education and assistance in various fields which has significance in the context of a new paradigm of higher education and the global competition for the development of talent, resources and prestige, related to the status of world-class universities [4], [5]. Level indicators of quality that can be a reference is an indicator of ranking colleges and Technological Research Ministry of Higher Education of the Republic of Indonesia that is issued by the Director General of the institutions. As for the indicators, among others: Human Resources, Institutional, Student and research, and community service [6]. Of the basic indicators and the problem can be gauged a formulation of the problem of how to build a culture of learning society as the perspective of accelerating the progress of the college with the approach of the four indicators of achievement ranking colleges with the goals and objectives that each university implement a globally competitive even internationally [7].

In the case study approach is applied on Universitas Maarif Hasyim Latif Sidoarjo, a result of the merger college high school that was founded in 2015. The college can be categorized with the new management form the University management.

II. METHODOLOGY

The method used in this study, to show their college accelerated progress by establishing a culture of learning society approach exploratory, descriptive and causal [8]. In a study location at the Universitas Maarif Hasyim Latif Sidoarjo based on four indicators ranking include Human Resources, Institutional, Student and research, and community service [6].

Basically, this study is a form of reflection of the policies on the management of the management of the variables subject

is Lecturer, Personnel and Students. In the framework of the implementation of the concept can be explained that build a culture of learning society in the run with the relationship indicator with the basic elements of management. And to achieve the target given the policies. underlying Below can show the model studies the conceptual framework in Figure 1

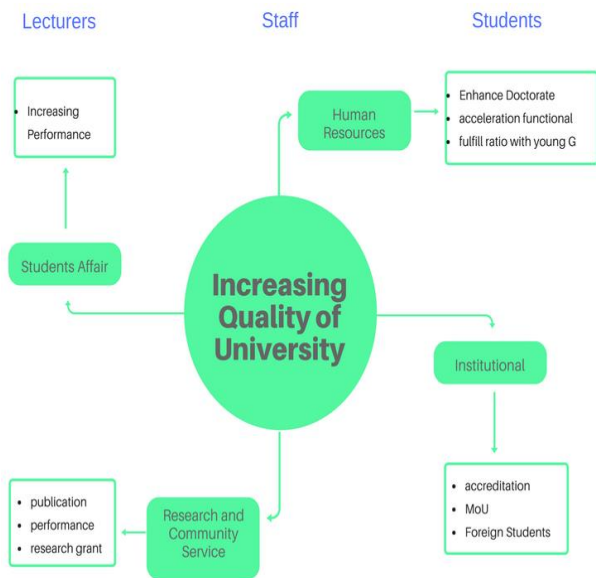


Figure 1. Conceptual Framework of Synergize Elements and Indicators

III. RESULT AND DISCUSSIONS

Universitas Maarif Hasyim Latif (UMAHA) Sidoarjo showed his quality as a private college national level. Increased significantly bring UMAHA only within a period of three years. As happened at this time, the achievement jumped 404 positions to the national level. In the previous year, ranking UMAHA still in position to 808. Thus, UMAHA always motivate the entire academic community to continue to improve themselves in their respective fields of expertise. As the community service activities earlier in the empowerment of the river. UMAHA efforts in maintaining and improving the quality, range of programs such as this that has been started by working with the University of Thailand in the sit-in program. It is expected that in the future, UMAHA can continue to improve ourselves from all aspects, improve academic reputation, especially in the research development [9].

Applicative shape of cultural learning society in higher education is the formation of groups that have the vision and mission far ahead for development and continuous quality improvement of the academic society that will have the climate of continuous improvement, in this study the data obtained from the website www.pemerinkatan.ristekdikti.go.id as a form of comparative achievements of progress towards the implementation of policies. Can see the results of some aspects / indicators as follows:

a. Aspects of Human Resources (HR)

2015 position values obtained from the human resources aspect index of 0.70 units. In these conditions in fact are new to permanent lecturers according to the database is limited Higher Education doctoral degrees, has not had a functional position and lecturers who obtained benefits certified lecturers. Then make policy management through a Rector for:

1. Identify lecturers who are taking doctoral program immediately complete the task of learning the reward stimulus benefits.
2. Forming a team of assessors proposing functional and credit figures
3. Making Policy for hiring faculty and staff with good qualifications and had a young age.

From the results of these policies appeared cultural learning society to learn more on the management by teams formed, as shown on figure 1 that explaining for growth of human resources.



Figure 2. Growth for Human Resources

The result can be seen in 2016 the value of human resources aspect increased to 0.75 units of the index. 2015 evaluation showed a good change with a few professors that previously learned task can complete the doctoral program in 2016. There is increasing the number of professors who get functional. Receive lecturers who have also had a positive impact of reproductive age in because of the desire to learn is still high. In 2016 also created a policy for further acceleration of providing scholarships and encourage further studies to accelerate the proposed functional. Lecturers umaha active in academic activities both inside and outside the country, lecturer umaha incorporated in organizations and umaha also be the parent organization of the Association of Experts and Lecturers of the Republic of Indonesia (P-ADRI) Thus, in 2017 obtained a significant result for 1.4715 units of the index.

b. Institutional Aspects

In 2015 the position value obtained from the human resources aspect index of 1.0 units. Sub most important aspect that should be improved in this aspect is the improvement value of accreditation which was originally only three courses that have accreditation excellent value (BAN PT, 2017). Then set up the accreditation team of internal and internal assessors accreditation forms. In addition, do networking cooperation with higher education institutions and non-universities both domestically and abroad. As well as a consortium of

institutional cooperation under the auspices of the organization and Lecturer Society of the Republic of Indonesia (P-ADRI). So that in 2016 the position value obtained index by 1.62 units. As a form of continuous improvement policy established to conduct a study program reaccreditation in addition umaha also often be the location of the dissemination of college governance. Of it in 2017 obtained a value of 2.5039 units of the index. To running operational institution cost requirements can seen on figure 2.

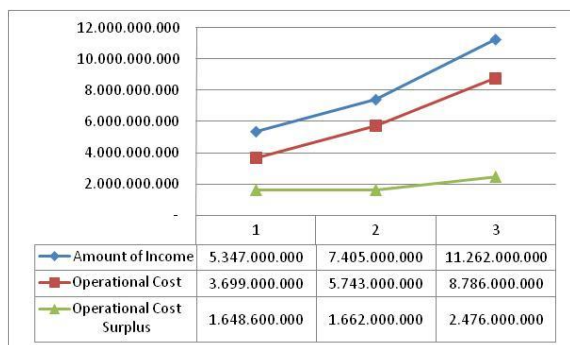


Figure 3. Growth for Operational Finance

c. Aspects of Student Affairs

Quality of student activities does have a small weighting the votes compared with those aspects that therefore the 2015 and 2016 scores is 0 (zero) unit of the index is at around 1700 and 800an ranked. This is not due to lack of qualified student activities, but still at least the events recorded in the reporting database. By making policy such as stimulus funding student activities Student Affairs to carry out activities of a denser quality. And encourage students to carry out activities of Student Creativity Program which was funded by the ministry and obtain other grants from the ministry as well as cooperating with various parties related to the quality of student. So that in 2017 the aspect of student got 0021 units of indexes and ranks 600an of the general rankings at 404. Growth for students amount as shown on figure 3.

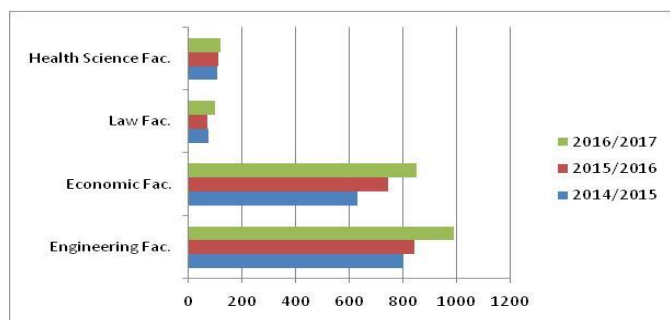


Figure 4. Growth for Students Amount

d. Aspects of Research and Community Service

Institute's research and community service in particular has contributed enormously in achieving the performance and results of the acquisition value. In 2015, research and community aspects still obtain a value of 0 (zero) index unit. So it must be made a policy to encourage lecturers to do

research and service activities funded by the ministry and carry out publication of scientific papers both national and international repute. And can be seen in 2016 there is a change to get the index value of 0.05 units. Continuous improvement is a further increase interest lecturers in terms of research and community service as well as scientific publications, agencies frequently conduct socialization and training in the field. The process of getting more grant university research and community service and be able to perform its publication in journals of national and even international journals of repute. So that in 2017 obtained a value of 0.2479 units of the index.

Similarly, a detailed picture of the formation of cultural learning society in the university environment Universitas Maarif Hasyim Latif, to form groups and scientific studies as well as the implementation team can improve the rankings significantly over a period of 3 years running. In the data overall results can be seen in Table 1 below.

TABLE 1. IMPROVED RANKINGS OF UNIVERSITY

No	Indicators / Aspects	Years		
		2015	2016	2017
1.	Human Resources	0.70	0.75	1.4715
2.	Institutional	1.0	1.62	2.5039
3.	Student Affairs	0.0	0.0	0021
4.	Research and Community Service	0.0	0:05	0.2479

From the table above can be explained in ranking general obtained from 2015 onwards were in 1747, 808 and 404. in the cluster colleges also increased, which was originally located in cluster 4 rose to cluster 3. Furthermore, in the graph can show an upward trend in the rankings in figure 4 and figure 5.

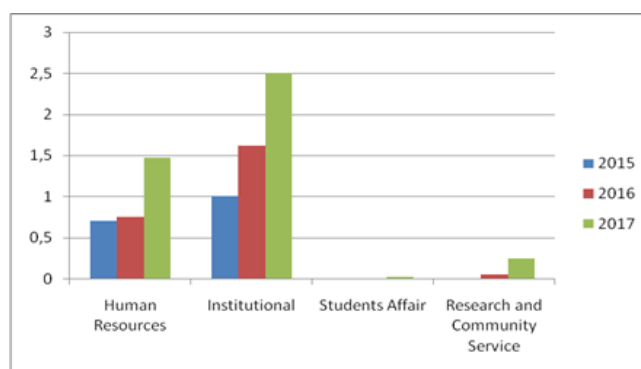


Figure 5. Graph of Ranked Improvement

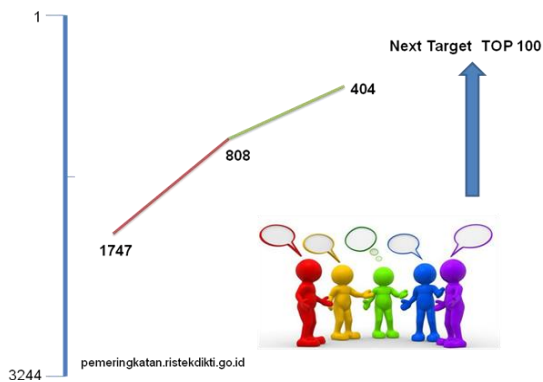


Figure 6. Target of Rank Improvement.

IV. CONCLUSIONS

Building a culture of learning society in higher education is a necessity that can not be abandoned by the management, the concept of lifelong learning and continuous improvement are the main assets. In this study has produced the conclusion that to build a culture as a perspective accelerated progress is to create policies that tend towards the formation of working groups and the synergy between each group. From the condition of the formation of the group that's become a learning community concept between each individual in it with the vision and mission that is owned. Another thing that can be seen as an effort of continuous improvement is the process of increasing the capacity of each individual in each group and the positive synergy that competition within the institution.

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