



The Effect of Tridharma Human Resource Management in Higher Education on Improving the Quality of Private Higher Education Lecturers in Clusters of Higher Schools in DKI Jakarta and West Java Regions

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Abstract - So far the implementation of Tri Dharma Human Resources Management of Universities, a lecturer carries three main tasks, namely: (1) education and teaching; (2) Research; and (3) devotion to the community. The general objective of this study, namely to find out and analyze the influence of the Human Resource Management of Tri Dharma Higher Education on improving the quality of PTS lecturers in the high school cluster in the DKI Jakarta and West Java areas. Interpretation and analysis of the results of the study, obtained general conclusions as follows: (1). There is an Effect of Human Resource Management in the field of education and teaching of improving the quality of lecturers at STKIP Kusumanegara; (2). There is an Effect of Human Resource Management in the field of research on improving the quality of lecturers at STKIP Kusumanegara; (3). There is an Effect of Human Resource Management in the field of service to the public on improving the quality of lecturers at STKIP Kusumanegara; (4). There is an Effect of Human Resource Management in the field of education and teaching, Human Resource Management in the field of research and Human Resource Management in the field of service to the community jointly to improve the quality of lecturers at STKIP Kusumanegara; (5). There is an Effect of Human Resource Management in the field of education and teaching of improving the quality of lecturers at STIE MBI; (6). There is an Effect of Human Resource Management in the field of research on improving the quality of lecturers at STIE MBI; (7). There is an Effect of Human Resource Management in the field of service to the public on improving the quality of lecturers at STIE MBI; (8). There is an Effect of Human Resource Management in the field of education and teaching, Human Resource Management in the field of research and Human Resource Management in the field of service to the community jointly to improve the quality of lecturers at STIE MBI; (9). There is an Effect of Human Resource Management in the field of education and teaching on improving the quality of lecturers at STMIC MIC (10). There is an Effect of Human Resource Management in the field of research on improving the quality of lecturers at STMIC MIC; (11). There is an Effect of Human Resource Management in the field of service to the public on improving the quality of lecturers at STMIC MIC; (12). There is an Effect of Human Resource Management in the field of education and teaching, Human Resource Management in the field of research and Human Resource Management in the field of service to the community jointly to improve the quality of lecturers at STMIC MIC; (13) There are supporting factors and inhibiting the quality of lecturers at STKIP Kusumanegara, STIE MBI, STMIC MIC through the implementation of the Human Resource Management Tri Dharma Higher Education. The findings of the study, namely from the three Tri Dharma components of college, research and publications including difficulties carried out by lecturers, while there are demands to publish the results of their research on reputable international journals that have a significant effect on improving the quality of lecturers.

Keywords: Human Resource Management, Education and Teaching, research, service to the community, improving the quality of lecturers



1. INTRODUCTION

Strategic issues that illustrate that quality improvement at the university level in Indonesia is important and urgent to be carried out, among others, because of the rapid dynamics of globalization, free trade in the ASEAN region, and the social phenomenon of demographic bonus.

First, the challenges in the field of education, especially higher education, have begun when globalization was rolled out at the end of the 19th century and the beginning of the 20th century. Globalization is the process of spreading new elements in the form of information, thoughts, lifestyles and technology globally (globally). This process is caused by the increasingly sophisticated communication and transportation technology as well as economic activities that penetrate the global world market so that a borderless world is formed. Borderless world is characterized by events in one country that can be quickly accessed by the people of other countries as well as increasing free competition, which results in quality competition.

According to Trisnamansyah, S. (Tapen, Edition 8, Year II, 2017, p.6), said that: Globalization as an inseparable part of modern life is increasingly having a real influence in realizing open free markets and competition. Under these circumstances, all institutions, especially education, are required to be able to create efficiency, prioritize quality, customer satisfaction and take advantage of opportunities quickly in order to compete and survive.

Globalization will have a positive impact, which can provide a quality multiplier effect for the rapid advancement of information and technology development. The development of technology and information can also be used by universities, especially for lecturers to publish their scientific works as an acceleration in improving the quality of higher education.

Second, the next challenge is when the start of free trade in the ASEAN region, known as the ASEAN Economic Community (AEC) or the ASEAN Economic Community (AEC) at the end of 2015. The implementation of the AEC is in order to improve the quality of integration and economic growth of countries in the Southeast Asian region. In the National Seminar on Indonesia's Opportunities and Challenges in the MEA, Vice President Jusuf Kalla said "with the start of the MEA era, every competition based on cooperation is complementary. Meanwhile, the basis of competition is to compete better, in terms of convenience and speed" (<http://alumni.feb.unair.ac.id>). Competition within the AEC member countries can also be used as a trigger to increase competitiveness within ASEAN, which inevitably wants to win it only by improving the quality of higher education. The quality of higher education reflects the quality of the human resources it produces.

Third, quite serious challenges are in sight, namely, In 2020 to 2030 Indonesia will experience a social phenomenon in the form of a demographic bonus, where the number of the workforce aged 15 to 64 years reaches 70%, and the unproductive population between the ages of 14 and under and over 65 years is 30. % (<https://www.antaraneews.com>).

Furthermore, in Government Regulation Number 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education, Article 1 point 9, it is stated that: "Higher Schools are



Higher Education Institutions that provide academic education and can provide vocational education within the same clump of science and/or technology. certain conditions and if they meet the requirements, the higher education institution can provide professional education.

The role of universities is very important in efforts to develop human resources and improve the nation's competitiveness. To carry out this strategic and large role, higher education human resources must be managed properly so that they are of superior quality. One of the human resources of higher education institutions, namely lecturers, has a central role in carrying out all activities of the education and teaching process, research, and community service. To answer these challenges, the Kemenristekdikti Vision 2015-2019 can be seen, namely:

“The realization of quality higher education as well as science and technology and innovation capabilities to support the nation's competitiveness". Quality higher education is intended to produce graduates who are knowledgeable, educated, and skilled. Meanwhile, the ability of science and technology and innovation is defined by the expertise of human resources, research and development institutions, and universities in carrying out research, development, and application of science and technology supported by the development of input factors such as institutions, resources, and networks. Meanwhile, the meaning of national competitiveness is the contribution of science and technology and higher education in the economy which is indicated by the superiority of R&D products produced by industry or companies that are supported by R&D institutions in which there are elements of universities and skilled higher education personnel (Permenristekdikti No. 50 of 2017)”

The main task of lecturers is to carry out the Tridharma of Higher Education, namely education and education, research, and community service. For this reason, lecturers in carrying out their main tasks are always aligned with the vision, mission, and goals of the higher education institution that lead to the implementation of the Tridharma of Higher Education. In the implementation of the Tri Dharma of Higher Education, one of which is the field of research, universities have an obligation to document the findings, ideas or ideas produced into a scientific work. The resulting scientific work is then published, as a form of thought contribution to answer various community problems. The purpose of the lecturer's obligation to write scientific papers is not only to improve writing skills, but also to develop teaching materials in the form of modules/dictations, seminar/symposium/workshop papers in the form of proceedings, write books, even for the submission and improvement of lecturers' functional positions, lecturer certification (serdos).), as well as accreditation of study programs and institutions.

Duties and responsibilities that are based on certain skills that are independent, are interpreted that lecturers have the duties and responsibilities of transforming knowledge, developing, and disseminating knowledge through research activities or lecturers' scientific work.

As stated in Permenristekdikti Number 20 of 2017, that: (1) Expert Assistant; (2) Lecturer; and (3) the Head Lecturer must produce at least three scientific papers published in accredited national journals, and one scientific work published in international journals, patents, or works of monumental art/monumental designs. The Head Lecturer who is unable to fulfill the scientific work will be temporarily suspended



from his professional allowance; and (4) Professors or Professors at least three scientific papers published in international journals or at least one scientific paper published in reputable international journals. Professors must also produce books or patents or monumental works of art within 3 years.

According to the Director of Career and Human Resources Competencies of the Ministry of Research, Technology and Higher Education (8 September 2017), that the number of Indonesian scientific publications indexed by Scopus as of 22 December 2016 was 9,457 and ASEAN was ranked 4th, below Thailand. “Kemenristekdikti claims that there has been a significant growth in the number of Indonesian scientific publications. As of 26 October 2018, there were 22,222 publications and Indonesia was ranked 2nd in ASEAN. This is an achievement in the field of strengthening innovation” (<https://technology.bisnis.com>). Meanwhile, “the results of the ranking of scientific publications by SCImago Lab. (www.scimagojr.com) the number of scientific publications from 1996-2013 based on data from SCOPUS, Indonesia ranks 61 out of 239 countries, with a total of 25,481 publications” (<https://www.researchgate.net>).

This fact shows that the number of Indonesian scientific publications on an international scale is still very low. The number of superior scientific works that are still very few are motivated by various problems. Among them is the lack of encouragement to arouse the interest of lecturers in writing scientific papers. In an effort to fix these problems, the government has provided research funds and community service for lecturers. Then the results of the research and community service are made into an article published in a journal. Other efforts are also carried out by the Education Fund Management Institute (LPDP) together with the Menristekdikti through the International Scientific Publication Award Program, where this effort is in line with one of LPDP's missions, which is to encourage strategic and innovative research that is implementable and creates added value through research funding. On the other hand, “improvement of incentives for international scientific publications is the responsibility of the Ministry of Research, Technology and Higher Education” (Menristekdikti in <https://www.liputan6.com>). In addition, to support increasing the productivity of lecturers' scientific works, the government has also established scientific works as one aspect of the Credit Score Assessment (PAK) and the requirements for submitting lecturers' functional positions. However, these various efforts still require support and other efforts so that the number of lecturers' scientific works continues to increase both in quantity and quality. Another solution, according to the Director General of Science and Technology and Higher Education Resources, is that the Ministry of Research, Technology and Higher Education is preparing a ministerial regulation that will regulate the number and accreditation of national journals, so that lecturers and professors have many choices of means to publish their scientific works. In <https://www.minded-rakyat.com>, “Lecturers and professors simply publish their research results in national journals indexed by the government's Science and Technology Index (Sinta), or other journals such as Thomson, Scimago, and Reuters that have a reputation for . The professors also do not have to be the main author in carrying out the publication.”

This study focuses on the effect of Tridharma College Human Resource Management (MSDM) on improving the quality of private university lecturers in DKI Jakarta and West Java. The reason for choosing private universities as research locations is because private universities have greater autonomy compared to public universities. Through this autonomy, private universities can encourage their lecturers



to improve their abilities in implementing the Tridharma of Higher Education. On the other hand, it is also intended to determine the factors supporting and inhibiting the quality of a lecturer, so the researchers conducted this research at three private universities in the DKI Jakarta and West Java areas, to be precise at STKIP Kusumanegara Jakarta, STIE MBI Depok, and STMIK MIC Cikarang Bekasi.

By paying attention to the various problems above, there are many problems, especially in the process of improving the quality of lecturers based on the implementation of the Higher Education Tridharma. To solve the various problems above, the researchers tried to highlight and raise these problems into a study entitled "The Effect of Human Resource Management (MSDM) of Higher Education Tridharma on Improving the Quality of PTS Lecturers in High School Clusters in the DKI Jakarta and West Java regions".

2. RESERACH METHOD

This study uses a mixed method approach (quantitative-qualitative) with a survey method and a descriptive level of explanation. To describe the management of human resources at the Tridharma of Higher Education towards improving the quality of lecturers, descriptive explanatory survey research is used. Meanwhile, to determine the effect of Tridharma College human resource management on improving the quality of lecturers, path analysis is used. The design expresses a picture of reality and social facts that are supported by empirical data. Data from research on the influence of Tridharma College human resource management on improving the quality of lecturers is described or presented in the form of a description so as to facilitate interpretation. To solve the problem or answer the problems faced, the mixed method embedded concurrent research method (quantitative-qualitative) is used to obtain data so that it becomes information relevant to the problem under study.

3. RESULT AND DISCUSSION

The Influence of Human Resources in the Education and Teaching Sector on Improving the Quality of Lecturers in the three private universities

The influence of HRM in education and teaching (X1) has a positive influence on improving the quality of lecturers at the three private universities, namely STKIP Kusumanegara Jakarta, STIE MBI Depok and STMIK MIC Cikarang Bekasi. According to Sallis (2012: 63), perfect quality if the goods produced produce the best quality, and relative quality if the goods are produced only to meet the needs according to the order. Thus, the creation of quality can have different purposes according to the wishes of the maker of goods/services. The implication of quality requires the conformity of the production of goods/services with the expectations of the users of the goods. In order to meet the expectations of product users, quality must be created in synergy with the ever-increasing needs of users of goods. If the quality of goods/services requires improvement according to expectations and the development of consumer progress, let alone the quality of lecturers which has an impact on improving the quality of human resources.

This research was strengthened by Suryawan, G., Andi, A.J.G., Hanafi, I. (2020). "The Role of Leadership and Academic Atmosphere in Private Universities in Improving the Quality of Lecturers (Study at Warmadewa University)", *International Research Journal of Management, IT & Social*



Sciences, Vol. 7 No. 3, May 2020, pages: 72-82. Conclusion: The implementation of the Tridharma of Higher Education has been carried out well and continuously or continuously. In the field of education and teaching, the quality of lecturers is good, this can be seen from several indicators such as educational qualifications, academic positions, lecturer certification, and active lecturers in the preparation of textbooks, involving team teaching, curriculum preparation.

This research is reinforced by another conducted by Rasyidi., Lely, S.W.H., & Wulandari, D. (2019). "Analysis of Competency and Organizational to The Performance of Lecturers Through Work Loyalty as an Intervening Variable at Abdurachman Saleh Situbondo University", Researcherid Thomson Reuters, Impact Factor. In implementing the tridharma of higher education, namely teaching, research and community service, it is necessary to have lecturer competence and high organizational commitment to improve lecturer performance through work loyalty. With a loyal attitude, a lecturer at a university is expected to be able to carry out a good job such as in the implementation of research and maximum service, which will increase the number of lecturers obtaining certification and can provide added value for accreditation of study programs, faculties and universities so that it has an impact on the number of incoming students' interest.

Another study conducted by Sururama, R., Rawis, J.A.A.M., Simandjuntak, S., & Senduk, J.F. (2017). "Human Resource Management of College Educators in Teling Manado TKT III RUMKIT NURSES'S ACADEMY", Global Journal of Human Resource Management, Vol.5, No.6, pp.27-35, Published by European Center for Research Training and Development UK, ISSN 2053-5686 (Print), ISSN 2053-5694 (Online). Higher education human resource management can be interpreted as an effort to plan, organize, mobilize and assess higher education human resources so that they can make the greatest contribution to the development of higher education and program achievement. and work plans. A college human resource management study is an integral part of the growing Human Resource Management context specializing in human resource management in universities. College Human Resource Management becomes a concept, fact and idea, a group, campus and private community. A lecturer as a figure and as an ordinary human being as well as an intellectual (educated) community group that can be elaborated on in scientific and cultural studies. The existence of Higher Education Human Resource Management is a challenge as well as the needs of universities and stakeholders. Higher Education Human Resource Management is able to display the profile of lecturers who are professional in carrying out the task of carrying out the Tridharma of Higher Education. To go to a world class university (WCU), the lecturers must be in accordance with the educational qualifications, the lecturer status is in accordance with the competency standards and all lecturers have NIDN The results of this study are: 1) Corps or alma mater in an institution is very important in terms of planning, especially recruitment and selection; 2) Organizational climate and culture are considered in terms of planning; 3) Development brings changes in behavior towards specialization, differentiation and professionalism of lecturers in teaching, personal, social and professional; 4) Improved performance and responsibility for the duties and functions of educators or lecturers are the responsibility of educators or faculties and educational institutions so that deviations or mistakes can be avoided; 5) Efforts to maintain the consistency of the professionalism of educators or lecturers are carried out by both educators or lecturers as well as agencies, so that optimal results in improving lecturer professionalism can be carried out continuously. In this case, the commitment of all stakeholders in the field of education to carry out the management of higher education human resources properly and responsibly is the key to success with the creation of professional lecturers.

Another study conducted by Trinova, Z., Kustati, M. (2019). "Lecturers' Professionalism: Reflective Experiences among Islamic State Universities in West Sumatra", Tadris: Journal of Teacher Training and Tarbiyah Science 4 (1) : 63-75, Vol 4, No 1 (2019), This study aims to describe the professional

development of university lecturers Islamic Higher Education in West Sumatra from the aspect of education, research, and community service as stated in the Tridharma of Higher Education. The results showed that lecturers' professional development was carried out by designing lesson plans, pursuing doctoral education, attending conferences and workshops, involving students in community activities, and filling intellectual property rights in their research. This shows that education and teaching, research and service can be used as a means of developing professional lectures at Islamic universities.

Based on the foregoing, it can be concluded that the HR of Lecturers in the field of education and teaching has an effect on improving the quality of lecturers in the three private higher education institutions. This is supported by relevant theories and previous research which states that a career path in a functional lecturer position must have a minimum education of S2 (master) and S3 (Doctoral) for the rank of Head Lector or Professor. Further studies, trainings, certifications, related to improving the quality of lecturers and the quality of education can contribute to students fairly and correctly, are expected to contribute to changes and improvements in education.

In carrying out the tridharma of higher education, lecturers have a role as: Facilitator and resource person in student learning, Researchers and experts in their respective fields of science for the development of science, technology, culture and art and community service with efforts/how to apply their expertise. for the welfare of society and the progress of humanity. On the other hand, there are relevant theories and previous research which states that the process of increasing knowledge can also be done through many things, such as book publishing, research, and others. However, being a lecturer is not only doing research, but also being required to take the best education. In Indonesia itself, the number of lecturers who already have a doctoral degree is still considered insufficient. There are only less than 15% of the existing lecturers. Thus, the government itself also strongly encourages lecturers to always upgrade the knowledge in it. RI Law No. 14 of 2005 article 46, requires every lecturer to have the following minimum academic qualifications: (1) Graduates of a master's program for lecturers in a diploma program or undergraduate program; (2) Graduates of doctoral programs for postgraduate lecturers.

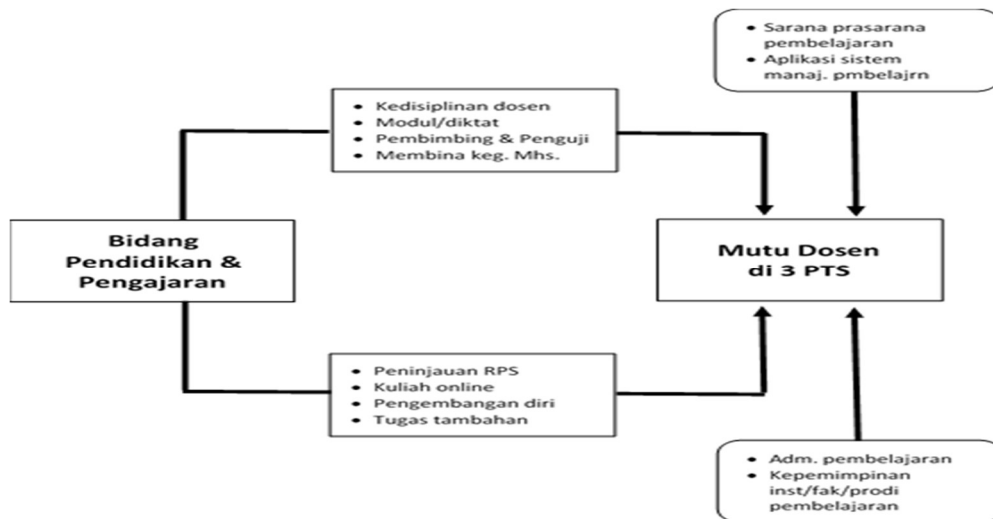


Figure 1. Construct Model of the Influence of Human Resources in the Education and Teaching Sector on Improving the Quality of Lecturers at the Three PTS



The Influence Of HR In Research On Lecturer Quality Improvement In The Three Private Universities

The influence of HRM in the research field (X2) has a positive influence on improving the quality of lecturers at the three private universities, namely STKIP Kusumanegara Jakarta, STIE MBI Depok and STMIK MIC Cikarang Bekasi. This is because the lecturers have carried out research activities and scientific works well. Lecturers produce scientific works (research results or ideas) which are published in the form of books. Research results or ideas published in reputable international journals, international journals, National Journals accredited by Dikti and Kemenristekdikti, and National Journals. The results of research or ideas that are disseminated and published in the proceedings, and the results of research/thoughts presented in popular/general newspapers/magazines. The results of research or thought or industrial collaboration that are not published (stored in the library) carried out in an institutionalized manner. Create designs and works of art that are not registered with IPR. While the remaining 35.20% is influenced by other variables, such as research infrastructure, research budget, and research administration, as well as leadership factors for institutions/institutions, faculties, and study programs related to lecturer research activities.

Another research was strengthened by Suryawan, G., Andi, AJG, Hanafi, I. (2020) entitled "The Role of Leadership and Academic Atmosphere in Private Universities in Improving the Quality of Lecturers (Study at Warmadewa University)", *International Research Journal of Management, IT & Social Sciences*, Vol. 7 No. 3, May 2020, pages: 72-82. Conclusion: The implementation of the Tridharma of Higher Education has been carried out well and continuously or continuously. In the field of research, the quality of lecturers is also good, the indicators include lecturers participating in conducting several researches in the field of science, routinely conducting research as main researchers every year, researching together with other lecturers and with students with an average percentage above 80%.

Other research is reinforced by Gusdevi, H., Sumarni, T. (2019) entitled "Knowledge Management System in Managing Research Information and Community Service at P3M STT Bandung", *Narrative (National Journal of Research, Applications and Informatics Engineering)*, Vol 1 No 02 (2019). Every university must be able to implement the Tri Dharma of Higher Education, namely Education, Research and Community Service. A good and comprehensive education system in higher education is not only limited to lecturers providing subject matter to their students, but is balanced with the role of educating which is the responsibility of an educator. Apart from being a forum or educational system, universities have an obligation to conduct research and development. The role of LPPM in Higher Education is very much needed. Therefore, LPPM must be able to provide good services in terms of collecting, processing data, presenting information and storing information, as well as a forum for providing services in the field of research and community service as one of the Tri Dharma of Higher Education. The absence of a forum to document and distribute traces of relevant knowledge for development to each academic community. Many lecturers or researchers find it difficult to access or obtain information about research and community service. These challenges encourage the emergence of the need for Knowledge Management implementation. But in reality knowledge management assets are not used optimally because they do not have a system to manage that knowledge. The implementation that is built is a Knowledge Management System (KMS). The purpose of this KMS is to improve and improve the process of delivering information related to knowledge trails to lecturers and researchers, thereby improving the services of the Center for Research and Community Service (P3M) by designing the Amrit Tiwana KMS framework model that contains features according to the needs of the Research Center and Community Service (P3M) in Higher Education.



Research strengthened by Rebiati., Ika, N.M. (2014) entitled “Lecturer Performance and Efforts to Increase Lecturer Participation in Research and Publication”, Proposal for Lecturer Quality Improvement OPEN ASSEMBLY Supporting Journal, Satya Wacana Christian University. The results of the study stated that the performance of lecturers in the field of research and publication for each study program was sufficient for accreditation needs. However, the level of lecturer participation still needs to be increased. For this reason, it is necessary to implement a policy of encouraging lecturers to actively conduct research and publications, both individually and in groups. Meanwhile, to improve the performance and participation of lecturers, it is necessary: a master plan in the field of research for each study program; a clear research road map from each lecturer in accordance with the research master plan; monitoring and evaluation activities as a follow-up to faculty work meetings and meetings of each study program, and it is necessary to apply punishment and reward to all lecturers so that research and publications are carried out more attention.

Other research is supported by Suardin., Wahyudi, M., Madhakomala. (2019). “Higher Education Tridharma Program”, Proposal for improving the quality of lecturers OPEN ASSEMBLY Supporting journal, ICE 2019, September 28-30, Purwokerto, Indonesia. Product component (the result of the implementation of Tridharma), namely Achievements in the field of research, obtained a number of research and scientific publications published in reputable internal, national and international journals and proceedings. His Tridharma achievements are in the good category and relevant to global needs and competition. The results of this study are recommended to several parties, namely; (1) Leaders (a) need to increase the lecturer-research ratio and publication of internationally reputed journals, (b) need to improve coordination and synergy between work units to improve performance; (2) Local Government; is expected to be a strategic partner in realizing government programs, especially those related to the tridharma program of higher education. (3) Kemenristekdikti; This is expected to provide proportional attention, especially in the allocation of various Kemristekdikti grant programs.

Based on the foregoing, it can be concluded that the HR of Lecturers in the field of research is very influential on improving the quality of lecturers in the three private universities. This is supported by relevant theories and previous research which states that academics must maintain a culture of publication of scientific research results so that the benefits of research can be widely known by various interested parties. In time, the results of research and publications can be applied and utilized for the benefit of the community as a form of the Tri Dharma of Higher Education. The education possessed by the lecturers becomes a source of knowledge for conducting research and then being applied to the community. Because various researches produced in the form of journals and books can improve the careers and welfare of lecturers.

Research is carried out not only for the sake of the research itself, credit score, promotion, lecturer certification. The implementation of the research contains an important mission, namely for the benefit of the community. This means that society remains the focus, especially in social research. For this reason, research results and findings must have a "backflow" to the community. Research must be followed up with appropriate community service for the benefit of the community. Research must have a positive impact on society; people are not just respondents.

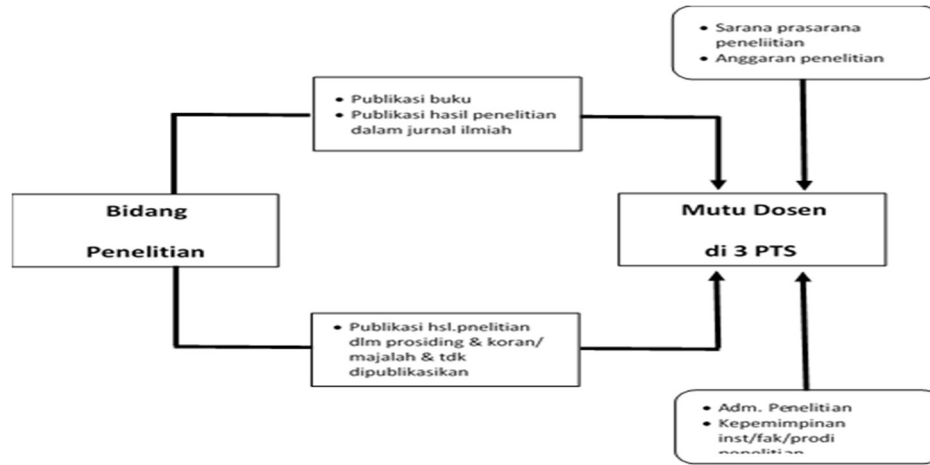


Figure 2. Construct Model of the Influence of HRM in the Research Sector on Improving the Quality of Lecturers at the Three PTS

The Influence of Human Resources in the Field of Community Service on Improving the Quality of Lecturers at the three private universities

The influence of HRM in the field of community service (X3) has a positive influence on improving the quality of lecturers at three private universities, namely STKIP Kusumanegara Jakarta, STIE MBI Depok and STMIK MIC Cikarang Bekasi. This is because the lecturers have carried out Community Service (PKM) well. Hold a leadership position and carry out the development of educational and research results that can be utilized by the community/industry. Provide training / counseling / upgrading / lectures to the community. Create/write unpublished works of community service. The results of community service activities published in a community service journal or appropriate technology. Participate actively in the management of scientific journals. Become a member of the committee, and become a member of a professional organization. Participate actively in scientific meetings (International/National/Regional/In Higher Education levels). Membership in the assessment team for academic positions of lecturers. While the remaining 31.78% is influenced by other variables, such as PKM infrastructure, PKM budget, and PKM administration, as well as leadership factors both institutions/institutions, faculties, and study programs related to PKM activities.

This research was strengthened by Drastiawati, N.S., Susila, I.W., & Dwi Heru Sutjahjo, D.H. (2020) with the title "Study of Lecturer Activities in the Field of Research and Community Service of the Mechanical Engineering Education Undergraduate Study Program" UNESA, *JVTE: Journal of Vocational and Technical Education*, Vol. 02, Number 01, March 2020: 19-29. The results of this study indicate that in Community Service activities: 1) There has been an increase in the variety of financing where in the first academic year it was only funded by the Ministry of National Education, but in the second and third academic years there was already funding by universities; 2) Based on these variations, during the three academic years there have been changes; 3) Based on the results of questionnaires to



students, most of them have a desire to be involved in community service activities. The results of the lecturer's questionnaire showed great interest in doing community service activities and had involved many students in these activities.

This research was strengthened by Suryawan, G., Andi, AJG, Hanafi, I. (2020) with the title "The Role of Leadership and Academic Atmosphere in Private Universities in Improving the Quality of Lecturers (Study at Warmadewa University)", *International Research Journal of Management, IT & Social Sciences*, Vol. 7 No. 3, May 2020, pages: 72-82. The results of this study state that the implementation of the Tridharma of Higher Education has been carried out properly and continuously or continuously. In the field of community service, it is also in the good category, this can be seen from the indicators in addition to collaborating with other lecturers, the involvement of students in the implementation of community service activities.

This research was strengthened by Suardin., Wahyudi, M., Madhakomala. (2019). "Higher Education Tridharma Program", Proposal for improving the quality of lecturers OPEN ASSEMBLY Supporting journal, ICE 2019, September 28-30, Purwokerto, Indonesia. Product component (the result of the implementation of Tridharma), namely achievements in the field of community service, obtained a number of service titles and routine assisted programs carried out through empowerment programs and human resource development and product forms collected in the assisted villages His Tridharma achievements are in the good category and relevant to global needs and competition. The results of this study are recommended to several parties, namely; (1) Leaders, need to improve coordination and synergy between work units to improve performance; (2) Local Government; is expected to be a strategic partner in realizing government programs, especially those related to the tridharma program of higher education. (3) Kemenristekdikti; This is expected to provide proportional attention, especially in the allocation of various Kemristekdikti grant programs.

Based on the foregoing, it can be concluded that Lecturer's HR in the field of community service is very influential on improving the quality of lecturers in the three private universities. This is supported by relevant theories and previous research which states that the research was conducted not only for the research itself, credit score, promotion, lecturer certification. The implementation of the research contains an important mission, namely for the benefit of the community. This means that society remains the focus, especially in social research. Research produces findings that have empirical value that can be accounted for. Research must be followed up by doing community service, then the quality of community service will also increase, meaning that the impact on the target audience is more efficient and the community is not just a respondent. Thus, the contribution of universities to the community through community service activities can be more significant. Universities no longer have an exclusive image: "untouchable, and don't want to touch, and people feel closer to and have a university".

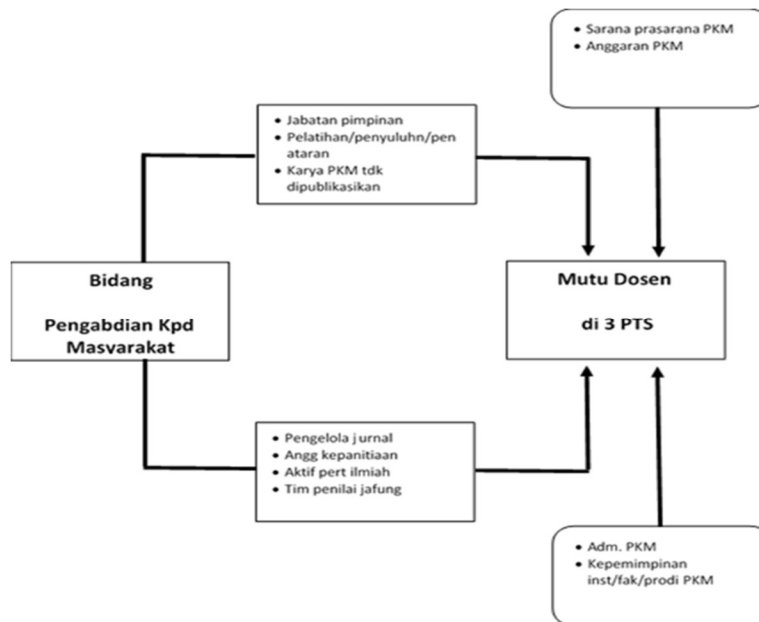


Figure 3. Construct Model of the Influence of HRM in the Field of Community Service on Improving the Quality of Lecturers at the Three PTS

The influence of Human Resources for Education and Teaching, Human Resources for Research, and Human Resources for Community Service together (simultaneously) on Lecturer Quality Improvement in the three private universities

The influence of HRM in the field of education and teaching, HRM in the field of research and HRM in the field of community service together (simultaneously) on improving the quality of lecturers in the three private universities has an influence. In addition to the influence of Tridharma Tertiary Education Human Resources, the quality of lecturers is also influenced by infrastructure, budget, application of management systems (academic, finance, library, etc.), administration, and leadership, as well as learning management system (LMS) to support the implementation of online lectures.

The results of this study were strengthened by Suardin., Wahyudi, M., Madhakomala. (2019). “Higher Education Tridharma Program”, Proposal for improving the quality of lecturers Open Assembly Supporting journal, ICE 2019, September 28-30, Purwokerto, Indonesia. Product components (results of the Tridharma implementation), namely Achievements in the field of education and teaching, are determined based on the period of study and the Grade Point Average (GPA) of graduates. His Tridharma achievements are in the good category and relevant to global needs and competition. The results of this study are recommended to several parties, namely; (1) Leaders (a) need to formulate a complete policy base, (b) need to improve effective coordination between teaching teams, (c) need to improve coordination and synergy between work units to improve performance; (2) Local Government; is expected to be a strategic partner in realizing government programs, especially those related to the tridharma program of higher education.

Based on the results of this study, it can be concluded that the influence of HR in the Education and Teaching Sector, HR in the Research Sector, and HRM in the Field of Community Service together



(simultaneously) on improving the quality of lecturers in implementing the tridharma of higher education, namely (1) There is motivation to obtain Lecturer Certification ; (2) The existence of a BKD report due to an increase in the rank of lecturers and lecturer certification; (3) Support for articles published to journals indexed by SINTA or indexed by Scopus is given an award (reward) from the leadership, according to the level of scopus; (4) The university that already has an account for checking plagiarism, Mendeley and so on that can be used by internal (internal) lecturers; (5) Have a contribution to improve the accreditation of study programs and institutional accreditation.; (5) Increased LPPM clusters due to Scopus indexed publications and good LPPM performance; (6) Conducting research can produce books whose publication is in collaboration with publishers so that they get royalties.

Supporting and Inhibiting Factors of Lecturer Quality in the Three Private Universities

Supporting factors for improving the quality of lecturers in the implementation of the tridharma of higher education are (1) There is motivation to obtain Lecturer Certification; (2) The existence of a BKD report due to an increase in the rank of lecturers and lecturer certification; (3) Support for articles published to journals indexed by SINTA or indexed by Scopus is given an award (reward) from the leadership, according to the level of scopus; (4) The university that already has an account for checking plagiarism, Mendeley and so on that can be used by internal (internal) lecturers; (5) Have a contribution to improve the accreditation of study programs and institutional accreditation.; (5) The increase in LPPM clusters due to Scopus indexed publications and good LPPM performance; (6) Conducting research can produce books whose publication is in collaboration with publishers so that they get royalties. Meanwhile, the inhibiting factors for improving the quality of lecturers in the implementation of the Tridharma of Higher Education are: (1) The government's Serdos Fund is not guaranteed to decrease. To deal with these obstacles, we collaborate with other lecturers so that the funds can be shared, so that research can still be carried out with collaborative research; (2) The main obstacle for lecturers who have additional assignments is time. To overcome this, one of them is by conducting collaborative research or conducting research during semester breaks; (3) Implementation of research and PKM, namely the absence of a Management Team or road map, no collaboration with DUDI/other institutions, and seeking ideas on individual initiatives.

4. CONCLUSION

The conclusions from this research are:

1. There is an influence of human resource management (HRM) in the Education and Teaching Sector on improving the quality of lecturers at STKIP Kusumanegara Jakarta.
2. There is an influence of human resource management (HRM) in the Research Sector on improving the quality of lecturers at STKIP Kusumanegara Jakarta.
3. There is an influence of human resource management (MSDM) in the Field of Community Service (PKM) on improving the quality of lecturers at STKIP Kusumanegara Jakarta.
4. There is the influence of human resource management (MSDM) in the Education and Teaching Sector, human resource management (MSDM) in the Research and human resource management (MSDM) Fields of Community Service (PKM) together (simultaneously) on improving the quality of lecturers at STKIP Kusumanegara Jakarta.
5. There is an influence of human resource management (HRM) in the Education and Teaching Sector on improving the quality of lecturers at STIE MBI Depok.
6. There is an influence of human resource management (HRM) in the field of research on improving the quality of lecturers at STIE MBI Depok.
7. There is an influence of human resource management (MSDM) in the Field of Community Service (PKM) on improving the quality of lecturers at STIE MBI Depok.



8. There is the influence of human resource management (MSDM) in the Education and Teaching Sector, human resource management (MSDM) in the Research and human resource management (MSDM) Fields of Community Service (PKM) together (simultaneously) on improving the quality of lecturers at STIE MBI Depok.
9. There is an influence of human resource management (MSDM) in the Education and Teaching Sector on improving the quality of lecturers at STMIK MIC Cikarang Bekasi.
10. There is an influence of human resource management (HRM) in the Research Sector on improving the quality of lecturers at STMIK MIC Cikarang Bekasi.
11. There is an influence of human resource management (MSDM) in the Field of Community Service (PKM) on improving the quality of lecturers at STMIK MIC Cikarang Bekasi.
12. There is an influence of human resource management (MSDM) in the Education and Teaching Sector, human resource management (MSDM) in the Research and human resource management (MSDM) Sector for Community Service (PKM) together (simultaneously) on improving the quality of lecturers at STMIK MIC Cikarang Bekasi.
13. Lecturers carry out three main tasks, namely: (1) carry out education; (2) conducting research; and (3) community service. Of the three components, research and publication are among the most difficult things to do because when appointed as a permanent lecturer the foundation is still low in encouragement and motivation to conduct research published in scientific journals, the collaboration of lecturers with foreign parties in the field of research is individual, and the lack of support. financial resources to facilitate quality research.

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Qur'an Surah (Q.S.) *Al-Alaq*, ayat 1-5.
Qur'an Surah (Q.S.) *At-Tin*, ayat 4.
Qur'an Surah (Q.S.) *Fushshilat*, ayat 33.
Qur'an Surah (Q.S.) *Al-Mulk*, ayat 2.

Hadits

Hadits Al-Bukhariy yang diriwayatkan oleh Abu Musa Al-Asy'ari rodhiyallahu'aaanhu.

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