

Investigating Engine Lecturers' Achievement for Academic Quality Improvement at Politeknik Ilmu Pelayaran (PIP) Makassar

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Abstract. Improving the quality of education cannot be done partially, but must be comprehensive and sustainable. This research aimed to investigate engine lecturers' achievement for academic quality improvement at Politeknik Ilmu Pelayaran (PIP) Makassar. This research used a qualitative approach with a case study research type and descriptive using primary and secondary data from ten informants in the engineering study program. The research results show that the achievement of lecturers significantly impacts the enhancement of academic quality. Those are essential components of the education and teaching process, contributing to research and scientific advancement. Lecturer achievement include teaching effectiveness, research output, and contribution to the academic community. Hence, a lecturer must perform at their best to generate professional and high-quality outcomes. The academic excellence achieved by lecturers is evident in the quality of graduates and the success of alumni, which indicates the education's quality. In conclusion that lecturers' accomplishments have a substantial influence on improving academic quality through teaching methods, research and scientific progress, teaching efficiency, research outcomes, and involvement in the academic achievement that is demonstrated through the quality of graduates.

Keywords: Achievement; Academic quality; Engine Lecturers; Improvement

INTRODUCTION

Higher education as a center for the development of science and technology and in accordance with its function is obliged to increase its strategic role in educating and improving the welfare of society through its tridharma (Razak, Y., Syah, D., & Aziz, 2016). Universities are very important for Indonesian society and government, so they must have high moral integrity and national commitment (Wooda, 2017).

Higher education is an educational institution that carries out education at the higher education level, namely the level of education after secondary education (Toquero,

2020). Higher education includes diploma, bachelor's, master's, specialist and doctoral programs organized by universities. The three main tasks of higher education are formulated in the tri dharma of higher education, namely dharma: education, research and community service.

Politeknik Ilmu Pelayaran (PIP) Makassar is a vocational education institution overseen by the Ministry of Transportation, focused on training proficient graduates in the shipping industry to meet both national and international standards and excel in the global market. PIP Makassar aims to be a top shipping university focusing on enhancing

human resources, communication, and research in the shipping industry (Limbong, 2021). PIP Makassar provides education which has three study programs, namely the Nautical Study Program, the Engine Study Program and the Port and Shipping Management Study Program. Currently PIP Makassar educates 2007 cadets and has 168 lecturers.

Improving the quality of education cannot be done partially, but must be comprehensive and sustainable (Sujarwo et al., 2019; Akhiruddin; Sujarwo, 2020; Sabillah & Sukmawati, 2020; Misbachul Munir, Rojak, 2023; Tandibura et al., 2024). To improve the abilities of lecturers and instructors, professional education for teaching staff (lecturers) and education (leaders, supervisors, administrative staff, etc.) has begun to be held (Nurhayati & Rahmat, 2023).

To improve lecture operations, learning facilities and facilities as well as lecturer welfare, an education budget of 20% will begin to be realized, apart from that the lecture process must also be improved, no longer just limited to developing low level thinking skills, namely knowledge and understanding, but middle stage thinking (Macquarie et al., 2017), namely application, analysis, synthesis and evaluation, and continued with higher level thinking, namely problem solving and creativity (Rabiah, 2019); (Yahya & Hidayati, 2015); (Anggela, 2022); (Nento, 2018).

The quality of higher education depends significantly on the Human Resources (HR) it possesses, specifically the lecturers (Thalhah et al., 2022). Lecturers have a crucial role in advancing and enhancing the quality of higher education (Permana, 2020); (Xiao & Wilkins, 2015; Retnowati, Djemari Mardapi, 2018). The lecturer's ability to accurately fulfill each component of these indicators relies on their comprehension and capacity to transform their duties and obligations into daily tasks (Sujarwo; Sukmawati; Yahrif, 2019).

The difficulty in higher education pertains to the quantity and caliber of instructors, as the student population in higher education has grown quickly (Limbong, 2018), so it requires a large number of lecturers to balance this increase (Handayani, 2015). Consequently, colleges are expanding their faculty, however not all potential lecturers meet high standards. Not all universities have sufficient funding or effective financial management to enhance the quality and professional development of their lecturers. This uneven distribution of resources poses a significant challenge that can impede the overall improvement of education quality in universities (Goldhaber et al., 2015; Andoyo et al., 2017; Syata et al., 2023; Shaffer & Thomas-Brown, 2015; Hery, 2024).

Higher education will cultivate the future generation of individuals who possess competitiveness (Akhiruddin et al., 2023), thereby enhancing the nation's emphasis in the

current global period (Marpaung, 2023). High achievement motivation in lecturers enhances their performance (Sudarmin et al., 2023) and contributes to their professional advancement (Retnowati et al., 2021). The achievement Inspiration is the drive to achieve success or attain highly desired outcomes (Hardiyanti et al., 2022), the engagement of the self in a task, and the anticipation of success in performing a task as shown by responses (P. O. Sari & Wardoyo Putro, 2019); (Maghfirah et al., 2023); (Sukanti, 2023).

To obtain this integrity and commitment is required by higher education management, which refers to the quality of effective and efficient management. This management is responsible for building and developing competent human resources in the fields of science and technology at regional and global levels (Akbar, 2021).

Several research results found that teacher/lecturer competency tests and teacher/lecturer achievement assessments place more emphasis on mastery of pedagogical and academic (professional) competencies (Yahya & Hidayati, 2015). Continuous academic activity efforts are really needed, so that it becomes a tradition and culture among the academic community, both individually and within the campus environment (Sari et al., 2023). University services offered to students positively and significantly impact the academic accomplishment index of students in public

universities (Azis et al., 2020). Creating a basic relationship between competency variables and motivation as factors that can impact lecturer achievement through the mediation of job satisfaction (Dunggio, 2021).

From the results of this research, no one has studied to investigate the engine lecturers' achievement for academic quality improvement. In the current reality, several problems have been found, namely related to classroom management, including a lack of familiarity with teaching problems and classroom management problems so that the handling of them is not appropriate, not choosing the right classroom management approach to use, not paying enough attention to the factors that influence classroom management, both internally and externally, and lack of understanding of the indicators of successful implementation of classroom management.

Lack of planning of teaching materials carried out by each lecturer because there is no supervision of each lecturer, which makes the learning process less than optimal, lack of evaluation of learning from each lecturer who teaches so that the staff does not know the progress of learning well, problems in the research field: lack of it information on research grants to develop the learning process, the low number of research works from each lecturer, the low number of national and international seminars, the development of national journals has also not been carried out

well so that PIP Makassar still has minimal books of lecturers' work. In the field of community service: it has been implemented but has not met the required criteria, such as the results of lecturer research which is applied as community service which can obtain outputs such as improving the quality of life of local communities.

In its implementation is often found that the distribution of these three indicators (tridharma of higher education) does not meet the specified standards, especially when based on measures/tools in the form of Lecturer Performance Loads. Lecturers can fulfill this, but in terms of quality, they are still far from the expected standards or cannot fulfill them at all because they are not involved, especially in research activities and community service.

After paying attention to several problems that were observed, the researchers are interested in conducting research to deepen the investigation the engine lecturers' achievement for academic quality improvement at Politeknik Ilmu Pelayaran (PIP) Makassar

This research aims to evaluate the investigation the engine lecturers' achievement for academic quality improvement at Politeknik Ilmu Pelayaran (PIP) Makassar.

RESEARCH METHODS

This research is qualitative. Qualitative research is a method used to study the characteristics of natural situations

(Creswell, 2014). This qualitative research method offers strategies for acquiring detailed information regarding an individual's ideas and emotions. The researcher utilized a qualitative approach employing a descriptive case study research design (Sugiyono, 2015). This study involved 10 respondents who were lecturers in the engine study program at Politeknik Ilmu Pelayaran (PIP) Makassar.

This research utilizes both primary and secondary data. Primary data is information acquired directly from an original source, often known as main data. Secondary data is information gathered by researchers from existing sources, therefore considered secondhand (Gunawan, 2013). Whereas, data collection technique used in this research is participant observation technique, namely researchers observe events, happenings, poses, and the like accompanied by a list of what needs to be observed.

Researchers conduct direct observations by comparing previously gathered observation data with observed events to verify and align them. Observation is a deliberate and extended activity of seeing and recalling, which is organized from real-life experiences to cognitive functions (Taylor, S. J., Bogdan, R., & DeVault, 2016). This data collecting method is utilized for studies concerning human behavior or attitudes, work processes, and is conducted when the sample size is quite small.

Structured interview procedures involve asking same questions in a predetermined sequence to all participants to ensure consistent responses and avoid confusion from varied interpretations. Structured interviews involve an interviewer asking spoken questions and recording the respondent's answers, similar to questionnaires but with verbal interaction (Mills, G. E., & Gay, 2016).

Structured interviews can be carried out by researchers when they possess a clear and detailed understanding of the required information and have a predetermined list of questions to ask the respondent. Document research implementation using photos or sketches as physical proof. The documentation technique involves gathering qualitative data by examining documents produced by the subject or another individual (Cohen et al., 2017). As a way for qualitative researchers to get an overview from the subject's point of view through written media and other documents written or created directly by the subject concerned.

Triangulation involves reducing data. Researchers employ triangulation techniques to validate the data. A data validity assessment methodology that involves comparing interview results with the research object using an alternative method (Leavy, 2022). Triangulation can be accomplished by several methods, such as interviews, observations, and document analysis. Triangulation is utilized

not only for data validation but also for data enhancement. Triangulation is valuable for assessing the accuracy of researchers' data interpretations due to its reflecting nature.

The data analysis strategy employed involves data reduction, which entails summarizing field data by selecting key elements and organizing them methodically for better manageability (Norman K. Denzin, 2018). The writer employs qualitative data analysis in this case, which involves analyzing data using descriptive methods through inductive reasoning. This approach begins with empirical observations, studying a process or discovery, recording, analyzing, interpreting, reporting, and drawing conclusions (Miles, M. B., Huberman, A. M., & Saldaña, 2018).

DISCUSSION

This research aimed to investigate engine lecturers' achievement for academic quality improvement at Politeknik Ilmu Pelayaran (PIP) Makassar. Based on the data that had been obtained and collected from interviews and documentation in the field, it will then be discussed in accordance with the previously determined research objectives. The following is the researcher's explanation of the interview results which have been adjusted to the research.

Researchers found that three key stages that contribute to lecturer performance in enhancing academic quality: leadership stage

(position, charismatic, visionary, motivation), lecturer performance stage (ability to design learning/RPS, subject mastery, methods, approaches), and educational quality stage (institutional support, evaluation/measurement, adjustments based on feedback).

Leadership

Lecturer responsibility encompasses teaching, research, community service, and student mentoring. Strong leadership among lecturers may cultivate a dynamic, innovative academic culture focused on enhancing academic quality. Researchers in the area of study have received interview from informant (HPN) stated that "If you are a lecturer, you must be able to motivate yourself and your cadets. The way to motivate them is by studying non-stop, don't feel complacent, reach your dreams as high as the sky. Because for me a lecturer is a leader for students)" (Interview HPN, 28 December 2023).

Lecturer leadership is not only related to teaching aspects, but also includes aspects of research, community service, and coaching or motivating students. Having strong leadership among lecturers can form an academic culture that is dynamic, innovative, and oriented towards improving academic quality. As expressed by MR (Non-Permanent Lecturer in the Engineering Study Program) who said that the respondent strongly agree that students' enthusiasm for learning is influenced by their own enthusiasm and their environment. So, as

a lecturer, I always provide motivation to students, that's for sure, by providing encouragement, because as a lecturer I must be able to act as a mentor who inspires, provides direction, and guides students in their academic and professional development, to become a role model for students. motivate them to achieve achievements and develop their potential". (Interview MR, 03 January 2024).

Engine Lecturers' Achievement

The achievement of lecturers plays a crucial role in enhancing academic quality at the Politeknik Ilmu Pelayaran (PIP) Makassar. By progressing through steps like creating a high-quality teaching plan, executing effective teaching, supervising, evaluating, and self-improvement. Lecturers can have a substantial impact on fostering a productive and innovative academic atmosphere. Mrs. AS, a lecturer of Engine Study Program, stated that when examining the stages of lecturer achievement, I believe it is essential to use a normative approach. Lecturers should create a detailed plan (RPS) before delivering lectures to enhance preparation and mastery of the material. This stage entails developing a high-quality teaching plan, which includes designing the curriculum, selecting teaching methods, and devising evaluation strategies that align with contemporary advancements. As a professor, I need to effectively communicate course material by utilizing interactive and inclusive teaching strategies to

enhance student comprehension and engagement. Subsequently, I believe the next stage is not crucial. It is definite how the monitoring and evaluation of my achievements are conducted)". (Interview AS, December 27, 2023).

Academic Quality of Lecturers

Lecturers' quality in academics is assessed based on their proficiency in the subject matter, teaching abilities, student engagement, teaching effectiveness, and contribution to research.

The ability of lecturers to provide relevant, interactive and inspiring learning experiences is the core of the quality of education, whether through various learning methods that involve interaction, practical involvement, application of real cases, as well as providing constructive challenges and feedback, so I can say that the lecturer can influence the student's learning experience positively. This helped forming deep understanding, critical thinking skills, and students' readiness to face challenges in the real world, that's for sure. So, for me, the quality of a lecturer's education is not only reflected in his teaching skills, but also in his ability to create a learning environment that inspires, motivates and builds meaningful understanding for students. That's why when I sometimes look at my abilities in terms of the quality of education, there are actually still many things that need to be improved." (Interview HS, 04 January 2024)".

Based on the informants' statement above, it can be concluded that it is important for lecturers not only to focus on teaching, but also to pay attention to how they create a learning environment that inspires, motivates, and provides meaningful learning experiences for students. Overall, the quality of a lecturer's education is reflected in his ability to create meaningful and relevant learning experiences for student development.

Competitive Alumni Graduates

Competitive graduates or alumni are the result of quality education provided by lecturers. Effective lecturers play an important role in equipping students with the skills, knowledge and mentality needed to compete in the world of work. The quality of graduates often reflects the quality of the education they received from their lecturers. Based on the informant's statement: We always provide the alumni, we produce at the PIP campus with practical experience, because practical experience during study, such as internships, research projects, or other field experiences, helps our graduates understand the application of theory in practice. This is definitely obtained through the guidance and direction of lecturers. Apart from that, the professional readiness of our graduates is also ready to enter the world of work with good professional readiness. This includes interpersonal skills, the ability to collaborate, and a strong work ethic. And I can prove all of that because many of our alumni are very well accepted in the

world of work after graduating from here)." (Interview NP, 04 January 2024).

Based on the statements of NP and HS, it can be said that the success of alumni reflects the quality of the education they received. Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered. Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered.

Research, Community Service, and Publications

One of the academic qualities that is always important is research publications and community service activities which are an important part of the role of a lecturer. By actively engaging in research and PkM activities, lecturers not only increase their contribution to science, but also support the development of better learning, strengthen academic reputation, and provide direct benefits to society. As expressed by Mrs. HS (Lecturer in Engineering Study Program) who said that this is true, lecturers and scientists are people who change, develop and spread art, science and technology through education, research and community service. Research publications enable lecturers to contribute to the development of science and support the growth of knowledge in the field of study. This enhances their institution's academic reputation and helps strengthen scientific

contributions. For example, for the past few years, I have at least always published my articles in the National Journal of Sinta and SCOPUS." (Interview HS, December 18, 2023).

By actively engaging in research and community services activities, lecturers not only increase their contribution to science, but also support the development of better learning, strengthen academic reputation, and provide direct benefits to society. As expressed by Mr. TT (Lecturer in Engine Study Program) who said He would be very happy if the research findings were published in a national or international journal. Published articles for me are very helpful in building professional networks with other researchers and academics in the same field, enabling the exchange of ideas and collaboration, and the publication of quality articles can increase the chances of getting research funding or sponsorship for academic projects and we often get that)". (Interview TT, December 23, 2023).

According to the informant's statement, article publication in the academic environment is a key measure of a lecturer's productivity and impact in their field, as well as collaboration with professors from outside PIP Makassar. This is crucial for personal progress and also for the advancement of the institutions they are connected too.

Moreover, the achievement of lecturers significantly impacts the enhancement of academic quality in higher education. They are essential components of the education and teaching process, contributing to research and scientific advancement. Lecturer achievement include teaching effectiveness, research output, and contribution to the academic community. Multiple studies have emphasized different aspects of teacher performance, such as teaching quality, research output, professional contributions, and engagement with the community (Hiswara et al., 2023).

In general, the definition of performance refers to the results of lecturers' work in carrying out their assigned duties and responsibilities. Predicting undergraduates' learning achievement based on personality traits, student-lecturer communications, and their academic concentration is crucial for learning (Kolawoleolanrewaju, 2013). When considering a lecturer's competencies in pedagogical, personality, professional, and attitude, it is found that only pedagogical competence has a substantial impact on the academic achievement of students (Astuty, 2015).

In connection with the achievement of lecturers in improving academic quality

which is related to the Tri dharma of Higher Education, namely education, research and community service, which directly impacts the academic quality of the institution. So, lecturer performance requires several things such as leadership (structural, charismatic, visionary, motivation, etc.), stages of lecturer achievement (ability to design learning, mastery of subjects, methods, approaches), stages of educational quality (Anggela, 2022). At the beginning of the lecturer's learning process, integrate the (Semester Learning Plan) into the system for students to upload when they enroll in the course. The significant potential of ICT in enhancing learning outcomes by providing up-to-date knowledge without hindrance due to accessibility and distance constraints (Kemal et al., 2019). Lecturers' quality must be consistently enhanced through the provision of sufficient resources and infrastructure to enhance the quality of the educational process and learning results (Kawuryan et al., 2021); (Zaki, 2020).

That statement is in accordance with the findings of researchers in the field that the quality of PIP Makassar lecturers' education produced by lecturers is determined by their ability to provide quality teaching, contribute to meaningful

research, and active service to the community. Sustainable lecturer performance and commitment to self-development and higher education is the key to ensuring sustainable and high-quality education.

By combining quality teaching skills, meaningful contributions to research, and positive impact through community service, lecturers can create a dynamic, relevant, and meaningful learning environment for students. Thus, the overall quality of education produced by lecturers will provide a strong foundation for students' academic and social development as well as the growth of educational institutions.

The quality of higher education relies significantly on the Human Resources (HR) in the university, particularly the lecturers and students. Lecturers have a vital role in improving and maintaining the quality of higher education. Therefore, a lecturer must strive to achieve optimal performance in order to produce professional and high-quality results. Improving the quality of human resources is crucial and should be done strategically, rigorously, effectively, efficiently, and productively during the development process (Winarsih, 2023).

In order to enhance the competitiveness and quality of higher education, it is essential to focus on improving indicators of

achievement such as: a) the quantity, quality, and relevance of graduates, b) the quantity, quality, and relevance of research and development outcomes, and c) the quantity, quality, and relevance of community service initiatives. These aspects are interconnected with the performance of lecturers in the three pillars of higher education (Purwanto, 2015).

Developing students' potential to become quality graduates is the main responsibility of lecturers through transformation, development and dissemination of science and technology to students, in the learning process so that the resulting output can be absorbed in the professional world (Bactiar, 2013). Based on data found in the field through interviews with informants, it can be said that the success of alumni reflects the quality of the education they received. Lecturers who help students achieve success in the real world can strengthen the reputation of the institution and the quality of the education offered. Quality is something that is very important in human life both individually, in groups, in society, as a nation and state. Academic quality resulting from lecturer performance is the result of various factors involving competence, dedication, and quality of teaching as well as the contribution of lecturers in the academic environment.

Academic quality can be determined by assessing lecturer productivity by the outcomes, such as the quality of graduates and

the success of alumni, which reflect the education they got. Educators who assist students in attaining success in practical situations can enhance the institution's prestige and the caliber of education provided. PIP Makassar engine lecturers engage in research publications and community service to contribute to the development of science and assist knowledge growth in their field of study.

CONCLUSION

The research findings demonstrate the lecturer's achievements in instruction, research, and engagement with the community. The achievement of lecturers significantly enhances the academic quality of higher education by serving as a key component in the educational and teaching process, and contributing to research and scientific advancement. Stages of lecturer achievement include proficiency in designing learning, understanding of subjects, methodologies, and approaches. Education quality is determined by various factors such as processes, infrastructure, learning materials, and learning activities.

As recommendation for further researchers to perform their best to generate professional and high-quality outcomes. The academic excellence achieved by lecturers is evident in the quality of graduates and the success of alumni, which indicates the education's quality. Engaging in research publications and practicing Personal

Knowledge Management is a standard practice for university teachers. Research publications allow lecturers to contribute to scientific development and enhance knowledge within their field of study. PIP lecturers should collaborate with lecturers from other institutions outside PIP Makassar.

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