



UNIVERSITAS UDAYANA

**ACCOUNTABILITY REPORT  
FACULTY OF HUMANITIES  
UDAYANA UNIVERSITY  
2020**

**ACCOUNTABILITY REPORT**



**FACULTY OF HUMANITIES  
UDAYANA UNIVERSITY  
DENPASAR, 2020**

## FOREWORD

Praise to God Almighty / Ida Sang Hyang Widhi Wasa for his asungkertawara nugraha so that the Accountability Report on the performance of the Faculty of Humanities, Udayana University in 2020 can be completed properly. This Accountability Report on performance must be carried out in the context of implementing the Regulation of the Minister of Education, Culture and Higher Education Number 39 year 2020 regarding the Government Agency Performance Accountability System at the Ministry of Education, Culture and Higher Education and Presidential Regulation Number 29 year 2014 regarding the Government Agency Performance Accountability System has mandated every government agency to compile a performance report every year.

The Accountability Report on the performance of the Faculty of Humanities, Udayana University (FIB Unud) in 2020 presents performance achievements following the Dean's Performance Agreement with the Rector and in accordance with the targets stated in the 2020-2024 FIB Unud Strategic Plan Targets, namely increasing the quality of learning and student affairs, increasing the quality of Udayana University institutions, increasing the quality, and quantity of Udayana University resources, increasing the relevance and productivity of research, community service, and technology. The performance delivered at the beginning of the year and evaluated at the end of this year is calculated through measurements of realized achievements. Performance measurement is supported by a single sign-on-based system, namely the Integrated Management Information System the Strategic of Udayana (IMISSU).

The accountability report on performance in 2020 is a document or report on the accountability of the performance of the Dean of FIB Unud to the Government. The information provided can be used to measure the level of achievement and used as input for stakeholders. Useful suggestions for the progress of FIB Unud are highly expected.

Denpasar, 21 Januari 2021,

## **EXECUTIVE OVERVIEW**

The Accountability Report on the performance of the Faculty of Humanities, Udayana University 2020 is prepared to realize accountability in accordance with what is mandated in the Regulation of the Minister of Education and Culture Number 39 of 2020 concerning the Government Agency Performance Accountability System at the Ministry of Education, Culture and Higher Education and Presidential Regulation Number 29 of 2014 concerning the Government Agency Performance Accountability System has mandated every government agency to compile a report performance every year. In the accountability report on the performance of FIB Unud in 2020, it can be seen that the picture of the results that have been achieved along with the process of achieving it, the level of success/failure and its evaluation starting from the planning stage to the stage of achieving FIB Unud's performance against the performance targets that have been planned in the FIB Unud Strategic Plan for 2020-2024.

The strategic target of the development of the Faculty of Humanities, Udayana University 2020-2024 has performance indicators and is measured by the level of achievement every year. The results of performance measurement are shown from the level of achievement of each Key Performance Indicator (IKU). The success rate of performance achievements is measured by analyzing the achievements of each performance indicator set out in the 2020 performance agreement according to the 2020-2024 Unud FIB Strategic Plan.

Unud has entered into a performance agreement with the Ministry of Finance which sets 6 strategic goals and with the Ministry of Education, Culture and Higher Education which sets 4 strategic goals. which was derived into the 2020 performance agreement between the Rector and the Dean of FIB Unud which was described using 29 Idikators. Where as many as 19 indicators came from the Ministry of Finance and 10 indicators came from the Ministry of Education, Culture and Higher Education.

The strategic targets of the Ministry of Finance consist of 6 targets consisting of:

Strategic target #1 Improving the quality of learning and student affairs, this target is measured using 5 KPIs including the Percentage of College Graduates Who Go Directly to Work, Number of Entrepreneurial Students, Percentage of Accredited Study Programs A, Number of Students participating in Independent Learning Activities, Number of Study Programs implementing Independent Campus Learning. Where 4 of the 5 KPIs that became the target of FIB Unud have been achieved according to the target.

Strategic target #2 Improving the institutional quality of Udayana University, this target is measured by 1 KPI including National PT Ranking Where there is no KPI that is the target of FIB Unud.

Strategic Target #3 Increasing the quality and quantity of Udayana University resources. This target is measured using 1 KPI including the percentage of lecturers with S3 qualifications, with all KPIs that have been achieved according to the target.

Strategic Goal #4 Increasing the relevance and productivity of research, community service, and technology. This target is measured using 4 KPIs including the Number of international publications, the Number of Globally Indexed Reputable Journals, the Number of registered Intellectual Property, and the Number of Industrial Prototypes. Where 2 out of 4 KPIs are the targets of FIB Unud, with 1 KPI that has been achieved according to the target.

Strategic target #5 Strengthening innovation capacity, this target is measured using 1 KPI including the number of product innovations. Where all KPIs are the targets of FIB Unud, with the results not being achieved according to the target.

Strategic target #6 Strengthening National / International Competitiveness, this target is measured using 7 KPIs including opinion on the assessment of financial statements by public auditors, percentage of quantity follow-ups on BPK's findings, and percentage of follow-ups worth the rupiah value of BPK's findings. Where these indicators are the responsibility of Unud. Out of the 3 KPIs, there is no KPI that is the target of FIB Unud.

Strategic target #7 Strengthening National / International Competitiveness, this target is measured using 7 KPIs including the Percentage of lecturer recognition, Percentage of courses with the Distance Education System / PJJ (which implements

blended learning), Number of internationally accredited study programs, Number of International Research collaborations at a cost Non-PNBP Unud, Percentage of graduates on time, Number of international community services, Percentage of PNBP receipts outside UKT. Where 4 of the 7 KPIs that became the target of FIB Unud have been achieved according to the target.

The achievement of Unud's performance targets is strongly supported by the absorption of funds of Rp. 4,358.833,347 or 80.51% of the total revised budget (POK) of Rp. 5,413.990,000. (010) Education Services Rp 1,216,422,830 (91.89 %), (011) Research Rp 1,257,056,925 (93.3 %), (012) Community Service Rp 86,257,300 (93.8 %), (013) Learning Support Facilities/Infrastructure Rp 602,469,953 (68.44 %), (014) Office Support Facilities/Infrastructure Rp 302,974,531 (44.44%), (015) Learning Service Support Rp 893,651,808 (82.07%).

Based on the performance achievements of the 24 KPIs that are the targets of FIB Unud, 12 indicators have been achieved, while 12 indicators have not been achieved. Thus, it can be concluded that the programs and activities implemented in 2020 as a whole have achieved half of the set targets.



Denpasar 20th January 2020,  
Dean of Faculty of Humanities  
Udayana University,

Made Sri Satyawati  
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## CHAPTER I INTRODUCTION

### 1.1 Overview

The birth of the Faculty of Humanities in the middle of the Island of the Gods/Bali was driven by various factors. These factors include:

- 1) The fact that Bali is viewed in terms of cultural and religious heritage has its uniqueness;
- 2) Bali has long been known as a place that stores and maintains what in other places no longer exists, thus by Stutterheim, Bali is referred to as the "living museum";
- 3) There is a passionate will of the Balinese people, who want to show their identity, and personality, in the midst of Indonesian society and the international community;
- 4) The awareness of the founders to establish the Nusa Tenggara Faculty Foundation, which is expected to act as an initiative taker, concerning the Bali area was then initiated by prioritizing the establishment of the Faculty of Humanities;
- 5) The existence of factual conditions as above, evokes the ideal of the establishment of this Faculty of Humanities, which was the forerunner of Udayana University.

The ideals of the establishment of the Faculty of Humanities can be traced in speeches delivered by the following figures: (1) The First President of the Republic of Indonesia, Dr. Ir. Soekarno; (2) Speech by the Minister of Higher Education and Science, Prof. DR. Prijono delivered at the inauguration and opening of the Faculty of Letters Udayana in 1958, and (3) an expert in Javanese Kuna language and literature, Prof. Dr. R. M. Ng. Poerbatjaraka. The essence of the three speeches is as follows :

The Faculty of Humanities is expected to one day become a revelator for the people, by exploring love for the motherland for the future, and a revelatory for the people who are struggling to free themselves from all forms of poverty (President of the Republic of Indonesia, Dr Ir. Soekarno).

- 1) The Faculty of Humanities we consider as the key to the will to scientifically open the Balinese treasury, as a famous island, as a chest where the old literary and cultural treasury is stored (Prof. Dr. R. M. Ng. Poerbatjaraka).
- 2) The Faculty of Humanities is expected to play the role of "*Kadi bahni ring pahoman, dumilah mangde sukanikang rat*"; that is, "Like a fire in a place of worship burning and bringing the happiness of the world" (K. Prof. DR. Prijono, quoted from Kakawin Ramayana).

The forerunner of Unud was the Faculty of Letters Udayana branch of Universitas Airlangga which was inaugurated by P. J. M. President of the Republic of Indonesia Ir. Soekarno, opened by J. M. Minister of P.P and K. Prof. DR. Prijono on September 29, 1958 as written on the Inscription at the Faculty of Letters, Jalan Nias Denpasar. Udayana University was legally established on August 17, 1962, and is the oldest public university in the Bali Province area. Previously, since September 29, 1958 in Bali, a Faculty called the Faculty of Letters Udayana was established as a branch of Airlangga University Surabaya. This Faculty of Letters Udayana is the embryo of the establishment of Udayana University. Based on the Decree of the Minister of PTIP No.104/1962, dated August 9, 1962, Udayana University was established on August 17, 1962. However, because the birthday of Udayana University falls along with the day of the Proclamation of Independence of the Republic of Indonesia, the celebration of the Anniversary of Udayana University was switched to September 29 by taking the date of inauguration of the Faculty of Letters which has been established since 1958.

The Faculty of Humanities was established at the initiative of the Nusa Tenggara Faculty Foundation, which was known by Lieutenant Colonel Minggoe and Vice Chairman I, Governor of Lesser Sunda, Teuku Mochamad Daoedsjah. This foundation collaborates with people who have special expertise in the field of literature, such as Dr. R. Goris, Dr. Ida Bagus Mantra and I Gusti Ketut Ranuh. These figures, in addition to preparing matters related to the physical aspect, move also as a liaison, to get people who will be used as lecturers (teaching staff), especially people who will be used as leaders in the Faculty to be formed. The person who was successfully contacted, and who will be used as the leader is Prof. Dr. R. M. Ng.

Poerbatjaraka, who at that time was the Dean of the Faculty of Letters and Culture, Gadjah Mada University. The teaching staff who were successfully contacted, especially those who had doctoral degrees and had obtained international names because of their scientific achievements at that time, were (1) Prof. Dr. R. M. Ng. Poerbatjaraka, (2) Dr. R. Goris, (3) Prof. Dr. Ida Bagus Mantra, and (4) Prof. Dr. Swami Ajarananda.

After the completion of all preparations, the opening day was determined, which was on September 29, 1958. The given name is Udayana Faculty of Letters. Nevertheless, the original name plan was Udayana Faculty of Humanities. The word Culture was then omitted on the recommendation of K. Prof. DR. Prijono, because the word Literature alone, contained the meaning of Culture. So, the term 'literature' carries a very broad meaning.

At the beginning of its establishment (September – December 1958), the Faculty of Letters Udayana was taken care of by the Nusa Tenggara Faculty Foundation, but from January 1, 1959, it officially became part of Airlangga University. Since then the Faculty of Letters Udayana changed its name to the Faculty of Letters. In the following developments, based on the Rector's Decree No. 62 / UN14 / HK / 2013 dated May 2, 2013, the name of the Faculty of Letters changed again to the Faculty of Letters and Culture. Then based on the Rector's Decree No. 309 / UN.14 / HK / 2016 dated June 27, 2016, the name of the Faculty of Letters and Culture was again changed to the Faculty of Humanities.

Based on the Decree of the Rector of Udayana University Number 592 / UN14 / PP.03.01 / 2016, concerning the Determination of the Scope of the Monodisciplinary and Multidisciplinary Category Study Program for the Management of Master and Doctoral Programs, on December 23, 2016, the S2 and S3 Programs in Linguistics and Cultural Studies were officially under the auspices of the Faculty of Humanities. Currently, the Faculty of Humanities has 12 Study Programs, as follows:

Table 1. 1 List of Study Programs

No	Program Studi	Academic Level
1	Indonesian Literature	S1
2	Balinese Literature	S1
3	Ancient Javanese Literature	S1
4	English Literature	S1
5	Japanese Literature	S1
6	Archaeology	S1
7	History	S1
8	Anthropology	S1
9	Linguistics	S2
10	Cultural Studies	S2
11	Linguistics	S3
12	Cultural Studies	S3

In order to improve the quality of education, the Faculty of Humanities always tries to improve the educational process of its students accompanied by an increase in Human Resources (HR). In the long-term journey of developing education and teaching at the Faculty of Humanities, it is possible to open new study programs including the French Language Study Program and the Korean Language and Culture Study Program to support tourism in the Bali area.

## 1.2 Legal Basis

The legal basis for providing education at the Faculty of Humanities, Udayana University is as follows:

1. Decree of the Minister of Higher Education and Science (PTIP) number 104 of 1962, dated August 9, 1962, concerning the establishment of Unud on August 17, 1962, and confirmed by Presidential Decree of the Republic of Indonesia Number 18 of 1963, dated January 13, 1963.
2. The birthday of Unud falls along with the day of the Proclamation of Independence of the Republic of Indonesia, so the celebration of Unud's birthday is shifted to

September 29, which takes the birthday of the Faculty of Letters Udayana branch of Universitas Airlangga in Denpasar.

3. Presidential Regulation Number 29 of 2014 concerning the Performance Accountability System of Government Agencies.
4. Regulation of the State Minister of State Apparatus Empowerment and Bureaucratic Reform Number 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting and Review Procedures for Government Agency Performance Reports.
5. Regulation of the Minister of Education, Culture and Higher Education Number 39 of 2020 concerning the Government Agency Performance Accountability System at the Ministry of Education, Culture and Higher Education.
6. Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 30 of 2016 concerning the Organization and Work Procedures of Udayana University.
7. Decree of the Minister of Research, Technology and Higher Education Number 333 / M / KPT / 2016 concerning Key Performance Indicators 2015-2019 at the Ministry of Research, Technology and Higher Education.
8. Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 34 of 2017 concerning the Statute of Udayana University.
9. Decree of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 367 / M / KPT. KP/2017 concerning the Appointment of the Rector of Udayana University for the 2017-2021 Period.

### **1.3 Main Tasks, Functions and Organizational Structure of the Faculty of Humanities**

In accordance with Regulation of the Minister of Research, Technology and Higher Education No.30 of 2016 dated May 13, 2016, regarding Organization and Work Procedure Unud (OTK Unud ), Unud is a university which is organized by the Ministry of Research, Technology, and Higher Education is under and responsible for the answer to the Minister of Research, Technology and Higher Education. Unud has the duty to organize education academics and can organize education locations in various clumps of knowledge and/ or technology and if Fulfill conditions could

organize the education profession. As an element of system education National University, Unud organizes activity education tall with the destination as follows :

1. Organizing the University's Three Main Services obligations or the main duty of the university consisting of education, research, and service to society
2. Produce graduates of quality that have competence tall in mastery of science and technology.
3. Increasing the capacity of higher education institutions in providing access to education services to the community.
4. Developing healthy universities through optimizing the roles of governance organizational organs in accordance with BLU principles.
5. Establish cooperation in various fields to improve the quality of the University's Three Main Services.
6. Produce quality, relevant and competitive research in accordance with the development of science and technology, and produce national, and international scientific publications and patents for the benefit of the community.

Based on OTK Unud Number 30 of 2016, Unud has organs consisting of the above: a. Senate; b. Chancellor; c. Unit Internal Supervisor; and d. Advisory Council. Following description of the function of the organ.

1. The Senate is the organ that runs function determination, consideration, and supervision implementation policy academic.
2. Rector operates function determination, non-academic policies and management Unud. Rector is a managing organ, consisting of the Chancellor and Vice-Chancellor. Bureau; Faculty and Postgraduate; Institution; and the Technical Implementation Unit.
3. The task of the Rector is to lead the implementation of education, research, and community service, as well as to foster educators, education staff, students, and their relationship with the environment.
4. The Vice-Rector is under and responsible to the Rector and consists of:
  - a. Vice-Rector in Academic Field;

The Vice Rector in the Academic Field has the task of assisting the Rector in

leading the implementation of education, research, and community service.

b. Vice-Rector for General Affairs and Finance;

The Vice-Rector for General Affairs and Finance has the task of assisting the Rector in leading the implementation of activities in the fields of general administration, finance, and personnel.

c. Vice-Rector for Student Affairs;

The Vice Rector for Student Affairs has the task of assisting the Rector in leading the organization of activities in the field of student affairs and alumni.

d. Vice-Rector for Planning, Cooperation, and Information.

Vice-Rector for Planning, Cooperation, and Public Relations. The Vice Rector for Planning, Cooperation and Information have the task of assisting the Rector in leading the implementation of program planning activities, planning synchronization, cooperation, and public relations.

5. The bureau is the implementing element of Unud's administration which provides technical and administrative services to all elements within the Unud environment. The Bureau is headed by a Head who is responsible to the Rector. The Bureau in carrying out daily tasks is coordinated by the Vice-Rector in accordance with his/her field of work. The Bureau consists of:

a. Bureau of Academic, Cooperation, and Public Relations; b. General Bureau; c. Student Affairs Bureau; and d. Bureau of Planning and Finance;

6. Faculties and Postgraduates are academic implementing elements which are under and responsible to the Rector. a. Faculty of Humanities (FIB); b. Faculty of Medicine (FK); c. Faculty of Animal Husbandry (FAPET); d. Faculty of Law (FH); e. Faculty of Engineering (FT); f. Faculty of Agriculture (FP); g. Faculty of Economics and Business (FEB); h. Faculty of Mathematics and Natural Sciences (FMIPA); i. Faculty of Veterinary Medicine (FKH); j. Faculty of Tourism (FPAR); k. Faculty of Social and Political Sciences (FISIP); l. Faculty of Agricultural Technology (FTP); and M. Faculty of Marine Affairs and Fisheries (FKP). Faculty led by a Dean who is assisted by 3 (three) Deputy Deans (WD for Academic Affairs and Planning; Deputy Deans for General Affairs and Finance; and Deputy Deans for Student Affairs and Information.

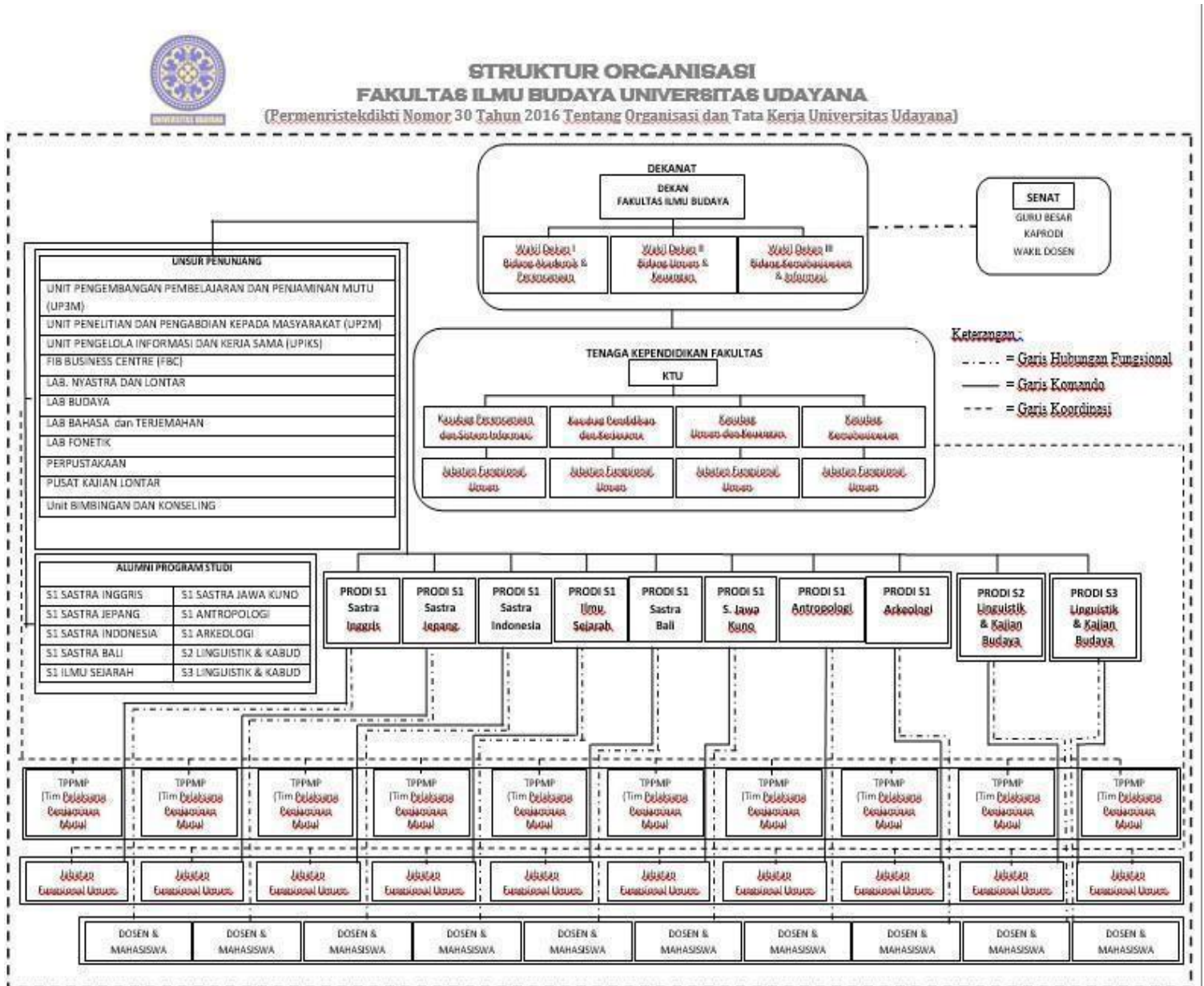
7. Each faculty consists of the Dean and Deputy Dean, Faculty Senate; c. Administrative Section; d. Study program; e. Laboratory/Workshop/Studio/Test Garden; and f. Group of Lecturer Functional Positions except for FTP and FKP which do not have an administrative division but an administrative subdivision.
8. Postgraduates led by a Director who is responsible to the Rector have the task of carrying out master's program education and doctoral programs for the multidisciplinary field of science. Postgraduate consists of Director and Deputy Director; and a Subdivision of Administration.
9. Institution is an academic implementing element under the Rector who carries out some of the tasks and functions in the field of research and community service as well as learning development and education quality assurance. The institution is led by a Chair who is responsible to the Rector. The institution consists of a. Research institutions and community service; and b. Institute for Learning Development and Quality Assurance.
10. 10. Technical Implementation Unit hereinafter abbreviated as UPT is a supporting element of Unud. UPT consists of a. UPT Library; b. information and Communication Technology; c. UPT Language; and D. Integrated Laboratory UPT;
11. Internal Supervisory Unit (SPI) is an organ that carries out non-academic supervisory functions for and on behalf of the Rector. In carrying out its functions, SPI has the following duties and authorities: a. determination of internal control program policies for non-academic fields. b. implementation of internal control over the management of non-academic fields; c. preparation of reports on the results of internal control; and D. providing suggestions and/or considerations regarding improvements management of non-academic activities to the Rector on the basis of the results of internal supervision.
12. The Technical Implementation Unit, hereinafter abbreviated as UPT, is a supporting element of Unud. UPT consists of a. UPT Library; b. UPT Information and Communication Technology; c. LANGUAGE UPT; and d. UPT Integrated Laboratory;
13. The Internal Supervisory Unit (SPI) is an organ that carries out non-academic supervisory functions for and on behalf of the Rector. In carrying out its functions,



SPI has the following duties and authorities: a. the establishment of policies for internal supervision programs in the non-academic field. b. implementation of internal supervision of the management of non-academic fields; c. preparation of reports on the results of internal supervision; and d. providing advice and/or consideration regarding the improvement of the management of non-academic activities to the Rector based on the results of internal supervision.

14. The Advisory Board is an organ that carries out the function of non-academic considerations that has the following duties and authorities: a. the consideration of the Rector's policies in the non-academic field; b. formulation of suggestions/opinions on the Rector's policies in the non-academic field; and c. considering the Rector in managing Unud. The members of the Advisory Council totalling 6 (six) people have the commitment to develop Unud which comes from: a. 1 (one) element of local government; b. 1 (one) element of community leader; c. 1 (one) element of education expert; d. 1 (one) element of the entrepreneur; e. 1 (one) element of Alumni; and f. 1 (one) element of Unud.

The current organizational structure of FIB Unud has adapted to the OTK Unud 2016. The diagram of the organizational structure of Unud can be seen in Picture 1.1.



Picture 1.1 Organizational Structure of The Faculty of Humanities

## CHAPTER II PERFORMANCE PLANNING

### 2.1 Development Plan

The Unitary State of the Republic of Indonesia (NKRI) has the aim of educating the nation's life, increasing faith, and piety to God Almighty, and having a noble character. This purpose was mandated in the preamble to the 1945 Constitution. If this goal is connected with the Education System Law, then improving the quality and relevance and efficiency of education management must be improved to face challenges in accordance with the demands of changes in local, national, and global life.

The National Long-Term Development Plan (PJPN 2005-2024) has established four main stages of five-year medium-term national development. The fourth stage of national development planning (2020-2024) is to realize an independent, developed, just and prosperous Indonesian society through the acceleration of development in all fields with a solid economic structure based on competitive advantages.

Based on the 2005-2025 PJPN, the Ministry of Education, Culture and Higher Education in the Long-Term Development Plan (RPJP 2005-2025) sets four strategic themes for education development. The four strategic themes are divided into four periods, namely: (1) the 2005-2010 period is to increase capacity and modernization, (2) the 2010-2020 period is for education with the theme of educational development focusing on strengthening services, (3) the 2010-2020 period is an education focused on strengthening regional competitiveness, and (4) the 2020-2024 period is an education focused on international competitiveness. The three characteristics possessed by higher education that are global are (1) massification: to succeed in the era of a knowledge-based economy and towards a universal higher education; (2) globalization: mobilization of lecturers and students between countries and competition without national borders; (3) the influence of technology: new modalities in learning and global networks (Ditjen Dikti, 2014). Each strategic theme of long-term education development is derived from a work program that emphasizes three main

orders, namely: (1) equity and expansion of access, (2) quality improvement, relevance, and competitiveness, and (3) improvement of governance, accountability, and public image.

Higher education in Indonesia is expected to be the key to the progress of the nation by producing graduates who are smart, characterful, and skilled; advancing science, technology and art both through the advancement of science and technology for the prosperity of the nation and through the creation of innovations relevant for development. In line with this, and to meet global challenges, the Faculty of Humanities (FIB) Udayana University is expected to play an active role in increasing the nation's competitiveness.

In the 2020-2024 Unud FIB Strategic Plan, the management of academic and non-academic fields is carried out efficiently, effectively, transparently, and accountable. All of these managements apply the principles of Good University Governance (GUG) into the management system of FIB Unud which is followed by the application of work principles, work mechanisms, and standard operating procedures (SOPs) so that it can become a World Class University (WCU).

Based on the background above, all elements of the leadership of FIB Unud are required to take advantage of this Strategic Plan so that FIB becomes an institution with better governance. This is intended so that all study programs (Prodi) at FIB can achieve the highest accreditation ranking by the National Accreditation Board for Higher Education (BAN-PT) and the International Accreditation Board. The Strategic Plan of FIB Unud in 2020-2024 is as a guideline for all Study Programs (Prodi) in planning and implementing, as well as evaluating the programs and activities of the University's Three Main Services.

## **2.2 Legal Basis for Strategic Plan**

The legal basis used as the basis for making the Faculty of Humanities Unud Strategic Plan 2020-2024 is as follows.

1. Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System;
2. Law of the Republic of Indonesia Number 25 of 2004 concerning the National Development Planning System;

3. Law of the Republic of Indonesia Number 17 of 2007 concerning the National Long-Term Development Plan of 2005-2025;
4. Law of the Republic of Indonesia Number 12 of 2012 concerning Higher Education;
5. Government Regulation of the Republic of Indonesia Number 17 of 2010 concerning Management and Implementation of Education as amended by Government Regulation Number 66 of 2010 concerning Amendment to Government Regulation Number 17 of 2010 concerning the Management and Implementation of Education;
6. Government Regulation of the Republic of Indonesia Number 66 of 2010 concerning Amendments to Government Regulation Number 17 of 2010 concerning Management and Implementation of Education;
7. Government Regulation of the Republic of Indonesia Number 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education;
8. Presidential Regulation Number 72 of 2019 concerning the Ministry of Education, Culture and Higher Education.
9. Regulation of the Minister of Education, Culture and Higher Education Number 45 of 2019 concerning Organization and Work Procedures of the Ministry of Education, Culture and Higher Education.
10. Regulation of the Minister of Research, Technology and Higher Education Number 30 of 2016 concerning the Organization and Work Procedure of Udayana University;
11. Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number: 34 of 2017 concerning the Statute of Udayana University;
12. Regulation of the Minister of Education, Culture and Higher Education Number 3 of 2020 concerning National Standards for Higher Education;
13. Decree of the Minister of Higher Education and Science Number 104 of 1962 concerning the Establishment of a State University in Denpasar. Presidential Decree No. 18/1963;

14. Decree of the Minister of Finance of the Republic of Indonesia Number 441/KMK.05/2011 concerning the Designation of Udayana University as a Government Agency that implements the Financial Management of Public Service Agency;
15. Decree of the Minister of Research, Technology, and Higher Education of the Republic of Indonesia Number: 367/M/KPT.KP/2017 concerning the Appointment of the Chancellor of Udayana University for the Period of 2017-2021;
16. Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number: 34 of 2017 concerning the Statute of Udayana University;
17. Regulation of the Minister of Education, Culture and Higher Education of the Republic of Indonesia Number 3 of 2020 concerning National Standards for Higher Education;
18. Regulation of the Minister of Education, Culture and Higher Education Number 22 of the 2020 Strategic Plan of the Ministry of Education, Culture and Higher Education for 2020-2024.
19. Regulation of the Chancellor of Udayana University Number 15 of 2019 concerning the 2020-2040 Long-Term Academic Development Plan.

### **2.3 Pillar Strategic**

The strategic pillars of the philosophical foundation of the Faculty of Humanities Unud education refer to the National Education System Law No. 20 of 2003, the Higher Education Law No. 12 of 2012, the national education development strategy, and the Faculty of Humanities Unud Strategic Plan 2020-2024. The general explanation of the Higher Education Law No. 12 of 2012 is that higher education is expected to carry out a strategic role to advance civilization and the welfare of mankind, increase the competitiveness of the nation and the power of partners of the Indonesian nation in the global era. In addition, higher education must be able to realize the dharma of education, namely, producing intellectuals, scientists and/or professionals who are cultured, creative, tolerant, democratic, have strong character, and dare to defend the truth for the sake of the nation and mankind. In order to realize



the University's Three Main Services, the university is needed that is able to produce research for branches of science, technology, and/or art that can be dedicated to the nation, state and mankind.

Universities as institutions that provide higher education in the field of research and community service must have autonomy in managing their institutions. This is necessary so that in the development of science, technology, and the arts in universities, academic freedom and academic pulpit are enforced, as well as scientific autonomy. Therefore, universities can develop an academic culture for the academic community that functions as an authoritative scientific community and is able to interact to elevate the dignity of the Indonesian nation in the international arena. Universities are the front line in the intellectual life of the nation, by developing science and technology to promote the general welfare and social justice for all Indonesian people.

Government Regulation Number 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education, in Article 22, Paragraph (3) states that the autonomy of managing universities in the academic field consists of: education, research, and community service. Autonomy in the non-academic field includes organization, finance, student affairs, power, and infrastructure. Meanwhile, operational policies and implementation of the field of education consist of: (a) academic requirements for students to be accepted, (b) the curriculum of the study program, (c) the learning process, (d) assessment of learning outcomes, (e) graduation requirements, and (f) graduation. The field of education in accordance with PP Number 4 of 2014 is then combined with the Minister of Education, Culture and Higher Education Number 49 of 2014 consisting of curriculum, learning process, assessment of learning outcomes, and competence of graduates/achievement of learning outcomes.

Management autonomy in the non-academic field is related to the operational policy of organizational implementation and consists of the establishment of the Strategic Plan, annual work plans, and internal quality assurance systems. Operational policies and financial implementation include the creation of work agreements with third parties within the scope of the University's Three Main Services, and the recording system, as well as financial reporting, by the provisions of laws and

regulations. Operational policies and student implementation consist of intra curricular and extracurricular student activities, student organizations, and fostering student talents and interests. Operational policies and the implementation of labor consist of the assignment and development of human resources, as well as the preparation of work targets and career paths for human resources. Operational policies and implementation of the use of facilities and infrastructure consist of the use of facilities and infrastructure, maintenance of facilities and infrastructure, and utilization of facilities and infrastructure in accordance with the provisions of laws and regulations.

In the Regulation of the Minister of Education, Culture and Higher Education of the Republic of Indonesia Number 49 of 2014 concerning National Higher Education standards (SNDikti), universities have the following main functions:

- (1) Development and implementation of the quality of graduate competencies or KKNI-based learning outcomes and competency-based curriculum (KBK).
- (2) Educational and dialogical learning process and competency-based assessment system.
- (3) Improving the quality of research, community service, and scientific publications.
- (4) Professionalism of educators and education personnel.
- (5) Provision of educational and research infrastructure.
- (6) Education financing in accordance with applicable laws and regulations.
- (7) Implementation of autonomy of educational units, governance and public accountability.

Article 2, SNDikti consists of National Education Standards, National Research Standards, and National Standards for Community Service is an inseparable unit in the implementation of the University's Three Main Services. National Education Standards consist of: (1) graduate competency standards, (2) learning content standards, (3) learning process standards, (4) learning assessment standards, (5) standards for lecturers and education personnel, (6) standards for learning facilities



and infrastructure, (7) learning management standards, and (8) learning financing standards.

National Standards for Research and Community Service consist of: (1) standards for research results and community service, (2) standards for the content of research and community service, (3) standards for research and community service processes, (4) standards for research assessment and community service, (5) standards for research and community service, (6) standards for research and community service facilities and infrastructure, (7) standards for research management and community service, and (8) standards for funding and financing research and community service.

### 2.3.1 Vision

The realization of the Faculty of Humanities ***which has excellence and independence in the fields of education, research, and community service with scientific applications based on culture.***

If the vision above is described, the vision has the meaning of excellent, self-reliant, and culture-oriented.

**Excellent** means that FIB Unud consciously produces human resources that have competitiveness, both at the regional, national and international levels. With the excellence of PIP, Unud is directed to become the leading undergraduate, master's, and doctoral educational institution, especially in terms of education, research, and community service exceeding the national standards of Higher Education education.

**Self-reliance** means that all human resources produced have tough personality, confident, and are highly competitive so that they are able to develop themselves independently. FIB Unud as an undergraduate educational institution must have autonomy in various aspects, especially in developing management and financing systems.

**Culture-oriented** means that the human resources produced are able to uphold the values of honesty and academic truth, and have a high sensitivity to the problems and dynamics of local cultural values, traditions, and life practices in the community to support the sustainable development of national culture and are able to explore and develop local cultural values to be the pinnacles of national and global

culture. FIB Unud is expected to be able to produce outputs that have intellectual intelligence, emotional intelligence, social intelligence, and spiritual intelligence.

### 2.3.2 Mission

The mission above is explained in four missions, as follows.

1. Develop a learning system based on local wisdom supported by communication and information technology, and an adequate quality assurance system to be able to produce graduates who are excellent, self-reliant, and culture-oriented, and with high competency and integrity following the Indonesian Qualification Framework (KKNI), the demands of local, national and international communities.
2. Develop excellent scientific research and studies as the "spearhead" to be able to produce new high-quality findings, beneficial for the development of science and technology, and beneficial for community development to realize the Faculty of Humanities Udayana University as a *research faculty* following National Standards for Higher Education (SNDikti), the development of science and technology for the benefit of society, nation and world.
3. Growing and developing scientific studies quantitatively and qualitatively in the form of books and articles in national, nationally accredited, and international journals.
4. Developing the Faculty of Humanities Udayana University as a featured program to increase the university's credibility in the community through its excellent service program.

### 2.4 2020 Performance Agreement

The Faculty of Humanities Udayana University determined the 2020 performance agreement between the Rector and the Dean of the Faculty of Humanities, Udayana University. More details can be seen in the following table.

Table 2.1 Performance Targets fiFIB Unud 2020 Ministry of Finance

Target	Indicator	2020's Target
(1)	(2)	(3)
1. Increasing the quality of learning and student affairs	1.1. Percentage of College Graduates Who Work Immediately	92 %
	1.1.1. Number of graduates working with a waiting period of 6 months	
	1.1.2. Number of graduates in the State University (PTN) tracer study report for the period TS-2	
	1.2. Number of entrepreneurial students	25 Students
	1.3. Percentage of Study Programs Accredited A	75 %
	1.3.1. Number of study programs accredited A	9 Study Programs
	1.3.2. The total number of products	12 Study Programs
	1.4. Number of Students who take part in Kampus Merdeka Activities	57 Students
	1.5. Number of Study Programs implementing Kampus Merdeka Learning	8 Study Programs
2. Increasing the institutional quality of Udayana University	2.1. National University Ranking	
3. Increasing the quality and quantity of Udayana University resources	3.1. Percentage of Doctoral Qualified Lecturers	46.67 %
	3.1.1. Number of permanent lecturers with doctoral qualifications	70 Lectures
	3.1.2. Number of permanent lecturers	150 Lectures
4. Increasing the relevance and productivity of research, service, and technology	4.1. Number of international publications	103 Titles
	4.2. Number of Global Indexed Reputable Journals	0 Journal
	4.3. Number of Intellectual Property registered	34 HAKI
	4.4. Number of Industrial Prototypes	0 Product
5. Strengthening innovation capacity	5.1. Number of Product Innovations	1 Product
6. Strengthening National / International Competitiveness	6.1. Lecturer recognition percentage	10 %
	6.1.1. Visiting professor	3 Lectures
	6.1.2. Keynote / Invited Speaker	3 Lectures
	6.1.3. Expert staff of National/International institutions	2 Lectures
	6.1.4. Bestari partners in National/International journals	2 Lectures

	<b>6.1.5.</b> Number of permanent lecturers	100 Lectures
	<b>6.2.</b> Percentage of courses with Distance Education/PJJ Systems (that implement blended learning)	10 %
	<b>6.2.1.</b> Courses with a Distance Education System / PJJ (which implements blended learning)	10 Courses
	<b>6.2.2.</b> Number of active courses	100 Courses
	<b>6.3.</b> Number of study programs with international accreditation	1 Study Programs
	<b>6.4.</b> Number of International Research collaborations with Unud Non-PNBP costs	1 Activity
	<b>6.5.</b> Percentage of graduates on time	65 %
	<b>6.5.1.</b> Number of graduates on time	65 Students
	<b>6.5.2.</b> Number of graduates	100 Students
	<b>6.6.</b> Number of international community service	1 Activity
	<b>6.7.</b> Percentage of PNBP revenue outside UKT	20 %
	<b>6.7.1.</b> Total PNBP revenue outside UKT and APBN (RM)	20 Rupiah
	<b>6.7.2.</b> Total PNBP revenue	100 Rupiah

Table 2.2 Performance Targets FIB Unud 2020 Ministry of Education, Culture and Higher Education

<b>Objective</b>	<b>Indicator</b>	<b>2020 Target</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>
1. Improvement of work unit governance within the Directorate General of Higher Education	1.1. The average SAKIP Satker predicate is at least BB	
	1.2. The average value of Budget Performance for the Implementation of RKA-K/L Satker is at least 80	
2. Increasing the quality of Higher Education graduates	2.1. Percentage of S1 and D4/D3/D2 graduates who successfully find work, continue their studies or become self-employed	80 %
	2.1.1. Number of graduates of S1 and D4/D3 (TS-1) who managed to get a job after graduation with a waiting period of fewer than 6 months and a salary of more than 1.2 times the UMR	16 Students

	<b>2.1.2.</b> Number of graduates of S1 and D4/D3 (TS-1) who work part-time or as apprentices before graduation and pay more than 1.2 times UMR	16 Students
	<b>2.1.3.</b> Number of undergraduate graduates (TS-1) who continue to masters/masters degrees at home or abroad in less than 12 months after graduation	16 Students
	<b>2.1.4.</b> Number of graduates of S1 and D4/D3 (TS-1) who are self-employed after graduation, start entrepreneurship less than 6 months after graduation and salary more than 1.2 times UMR	16 Students
	<b>2.1.5.</b> Number of graduates of S1 and D4/D3 (TS-1) who were self-employed before graduation and salary more than 1.2 times UMR	16 Students
	<b>2.1.6.</b> Number of graduates of S1 and D4/D3 (TS-1) in the Tracer Study report	100 Students
	<b>2.2.</b> Percentage of undergraduate and D4/D3/D2 graduates who spent at least 20 (twenty) credit hours off campus, or achieved the lowest achievement at the national level	30 %
	<b>2.2.1.</b> Number of Undergraduate and D4/D3/D2 Students who have spent at least 20 (twenty) credit hours on off-campus activities according to the Independent Learning Guidebook - Merdeka Campus	15 Students
	<b>2.2.2.</b> Number of Undergraduate and D4/D3/D2 students who achieved the lowest achievement at the national level	15 Students
	<b>2.2.3.</b> Number of Undergraduate and D4/D3/D2 Students	100 Students
<b>3.</b> Increasing the quality of curriculum and learning	<b>3.1.</b> Percentage of Undergraduate and D4/D3/D2 Study Programs that collaborate with partners	50 %
	<b>3.1.1.</b> Number of Undergraduate and D4/D3/D2 Study Programs that collaborate with partners	50 Study Programs
	<b>3.1.2.</b> The total number of S1 and D4/D3/D2 Study Programs	100 Study Programs
	<b>3.2.</b> Percentage of undergraduate and D4/D3/D2 courses that use the case method or team-based project learning method as part of the evaluation weight	35 %
	<b>3.2.1.</b> number of S1 and D4/D3/D2 courses that use the case method or team-based project as part of the evaluation weight	35 Courses
	<b>3.2.2.</b> number of S1 and D4/D3/D2 courses	100 Courses
	<b>3.3.</b> Percentage of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government	5 %

	<b>3.3.1.</b> the number of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government	5 Study Programs
	<b>3.3.2.</b> number of Undergraduate and D4/D3/D2 Study Programs	100 Study Programs
<b>4.</b> Increasing the quality of Higher Education lecturers	<b>4.1.</b> Percentage of lecturers who carry out University Three Main Services on other campuses, in QS100 by field of study (QS100 by subject), work as practitioners in the industrial world, or mentor students who have achieved the lowest achievement at the national level in the last 5 (five) years	20 %
	<b>4.1.1.</b> the number of lecturers who have carried out University Three Main Services at other tertiary institutions in the last 5 (five) years	5 Lectures
	<b>4.1.2.</b> number of lecturers carrying out University Three Main Services in QS100 by field of study (QS100 by subject) in the last 5 (five) years	5 Lectures
	<b>4.1.3.</b> the number of lecturers working as practitioners in the industrial world in the last 5 (five) years	5 Lectures
	<b>4.1.4.</b> the number of lecturers guiding students who have achieved the lowest achievement at the national level in the last 5 (five) years	5 Lectures
	<b>4.1.5.</b> the number of lecturers with NIDN and NIDK	100 Lectures
	<b>4.2.</b> Percentage of permanent lecturers with doctoral academic qualifications, who have competency/profession certificates that are recognized by industry and the world of work or come from professional practitioners, the industrial world, or the world of work	40 %
	<b>4.2.1.</b> the number of permanent lecturers with doctoral qualifications	14 Lectures
	<b>4.2.2.</b> the number of permanent lecturers who have competency/professional certificates	13 Lectures
	<b>4.2.3.</b> the number of lecturers coming from professional practitioners, the industrial world, the world of work or permanent lecturers who have work experience as practitioners	13 Lectures
	<b>4.2.4.</b> the number of lecturers with NIDN and NIDK	100 Lectures
	<b>4.3.</b> Number of outputs of research and community service that have received international recognition or been implemented by the community per number of lecturers	0.15 PPD
	<b>4.3.1.</b> Number of scientific papers that have received international recognition or are used by industry/community/government	5 Works
	<b>4.3.2.</b> Number of Applied Works that have received international recognition or are used by industry/community/government	5 Lectures

	<b>4.3.3.</b> The number of works of art that have received international recognition or are used by industry/community/government	5 Lectures
	<b>4.3.4.</b> the number of lecturers with NIDN and NIDK	100 Lectures

Table 2.3 Programs and Budgets

APBN Code	Work Unit Name / Output	Budget Ceiling	Realization
400969	Udayana University	Rp 5.413.990.000	Rp 4.358.833.347
<b>1</b>	<b>Faculty of Humanities</b>		
4257	Management Support and Implementation of Technical Tasks	Rp 5.413.990.000	Rp 4.358.833.347
010	Education Services (PNBP/BLU)	Rp 1.323.713.342	Rp 1.216.422.830
011	Research (PNBP/BLU)	Rp 1.347.374.500	Rp 1.257.056.925
012	Community Service (PNBP/BLU)	Rp 91.957.852	Rp 86.257.300
013	Learning Support Facilities/Infrastructure (PNBP/BLU)	Rp 880.268.495	Rp 602.469.953
014	Office Support Facilities/Infrastructure (PNBP/BLU)	Rp 681.805.799	Rp 302.974.531
015	Learning Service Support (PNBP/BLU)	Rp 1.088.870.012	Rp 893.651.808

## CHAPTER III. PERFORMANCE ACCOUNTABILITY

### 3.1 Performance Control

The FIB Unud Performance Agreement set for 2019 is implemented by all study programs at FIB Unud. For performance control, carried out elaboration in a detailed implementation plan and used as material performance progress evaluation conducted quarterly. Unud uses SIAKU (Financial System) online (intranet) which is also a monitoring system and evaluation in the context of monitoring and evaluating program performance, the realization of physical achievements and work unit budgets.

### 3.2 Performance Measurement

Performance agreements that have been set at the beginning of the year are implemented optimally by FIB Unud and every three months monitoring and evaluation are carried out to create good accountability. From the end of the year until the beginning of the following year is carried out performance measurement.

In measuring performance, the level of performance achievement is calculated by comparing the performance targets that have been set with the realization so that the percentage of achievement in each indicator is obtained. By knowing the performance achievement, it can be analyzed the factors that cause success and failure, which can then be mapped shortcomings and weaknesses of the realization and plan of activities, then determined strategies to improve performance in the future.

### 3.3 Achievement of Key Performance Indicators (IKU)

The formulations contained in the main performance indicators compiled are to measure the achievement of the main tasks and functions of FIB Unud as a higher education institution. KPIs are arranged according to the Strategic Plan FIB Unud 2020-2024 and the Strategic Plan of the Ministry of Research, Technology, and Education 2020-2024 high. Determination of KPIs is based on the achievement of General goals FIB Unud Strategic Plan, namely Autonomy and organizational health



in 2019, Achieved Excellent institutional accreditation in 2019, Creation of a World Class University (WCU) year 2027. The strategy is directed at achieving the objectives of implementing components of the higher education system at Udayana University, namely education, research, community service, governance, infrastructure, and cooperation with various parties. The achievements of the FIB Unud KPI in 2020 are presented in the table that has been prepared adjust to the latest form of reporting as follows:

Table 3.1 Performance Achievement Data in 2020

Objective	Indicator	Target	Achievements	Unit	Annotation
(1)	(2)	(3)	(4)	(5)	(6)
1. Increasing the quality of learning and student affairs	1.1. Number of students entrepreneurship	19	20	Student(s)	Achieved
	1.2. Percentage of competency-certified graduates and profession	-	-	%	
	1.3. Percentage of Study Programs Accredited A	91.67	75	%	Not Achieved
	1.4. Number of outstanding students	61	13	Student(s)	Not Achieved
	1.5. Percentage of Graduates Direct Employment Universities	84	25.11	%	Not Achieved
2. Increasing the institutional quality of the University Udayana	2.1. National University Ranking				
	2.2. Institution Accreditation				
	2.3. Number of Science and Technology Centers of Excellence	-	-	Work unit	

3. Increasing the quality and quantity of Udayana University resources	3.1. Percentage of Doctoral Qualified Lecturers	45.77	46.81	%	Achieved
	3.2. Percentage of lecturers with head lecturer	43.66	43.97	%	Achieved
	3.3. Percentage of lecturers with professorship	14.79	14.18	%	Not Achieved
4. Increasing the relevance and productivity of research, service, and technology	4.1. Number of international publications	107	113	Title(s)	Achieved
	4.2. Total Wealth Registered intellectual	18	36	Product(s)	Achieved
	4.3. Number of Research and Development Prototypes (Research and Development/R&D)	3	1	Product(s)	Not Achieved
	4.4. Number of Industrial Prototypes	0	-	Product(s)	
	4.5. Number of Citations of Scientific Work	2715	3309	Citation(s)	Achieved
	4.6. Number of Indexed Reputable Journals National	4	5	journal(s)	Achieved
	4.7. Number of Global Indexed Reputable Journals	0	-	Journal(s)	
5. Strengthen its innovation capacity	5.1. Number of Product Innovations	1	-	Product(s)	Not Achieved
6. Realization of good governance and excellent service quality by BLU principles	6.1. Opinion on the valuation of financial statements by public auditors				
	6.2. Percentage quantity follows continued the findings of the BPK				
	6.3. The percentage of follow-up is worth rupiah BPK's findings				
7. Strengthening National Competitiveness /	7.1. Lecturer recognition percentage	5	36.17	%	Achieved

International					
International					
	<b>7.2.</b> Percentage of courses with a Distance Education System/PJJ (which implements blended learning)	5	1.96	%	Not Achieved
	<b>7.3.</b> Number of accredited study programs International	1	-	Study Program(s)	Not Achieved
	<b>7.4.</b> Number of International Research collaborations with Non-PNBP costs Unud	1	1	Activity(s)	Achieved
	<b>7.5.</b> Percentage of graduates on time	50	59.78	%	Achieved
	<b>7.6.</b> Amount international community service	0	-	Activity(s)	
	<b>7.7.</b> Percentage of PNBP revenue outside UKT	15	27.1	%	Achieved

### 3.4 Achievement Description

In the KPI achievements that have been shown in Table 3.1, we can see where most of the targets set for 2019 have reached the target. Where then an analysis of the causes of success/failure of each indicator is carried out which is explained as follows:

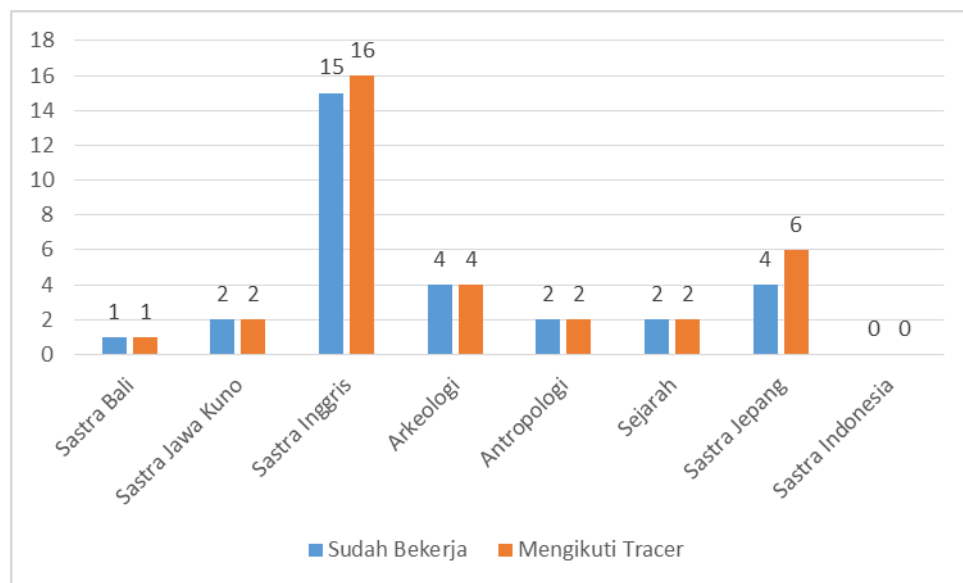
## A. Ministry of Finance

### 1. Target #1 Increasing the Quality of Learning and Student Affairs

#### a. Percentage of College Graduates Who Work Immediately

Direct graduates are graduates who get jobs with a waiting period of fewer than 6 months.

To obtain this data, FIB Unud has carried out a Tracer Study process for students who have graduated in T-2 (i.e. graduates in 2018). Where at that time FIB had carried out student releases 5 times throughout the year, namely graduation 135, 136, 137, 138, and 139. The results obtained were 30 out of 33 students had got jobs before 6 months with the following details.

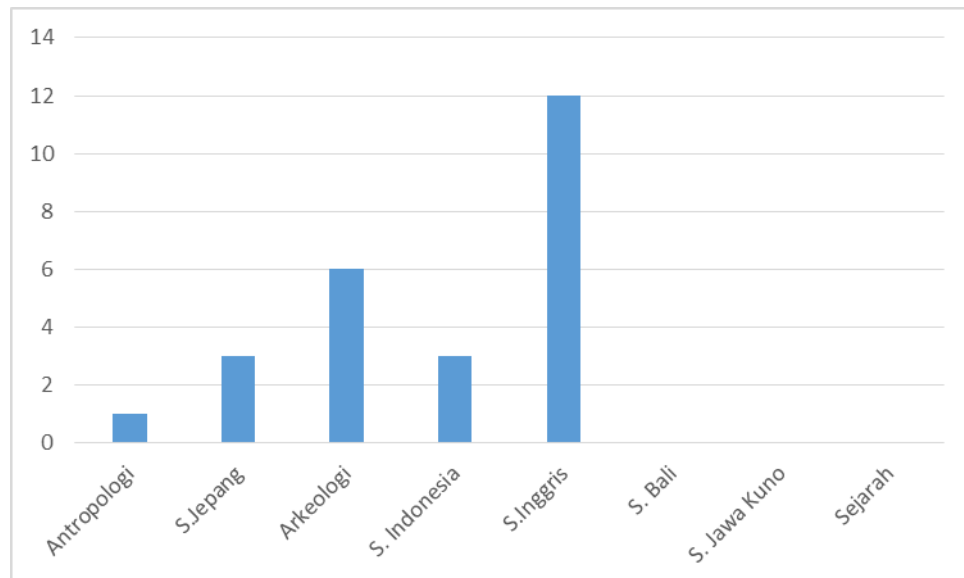


From the data above it can be seen that there are still very few students who want to participate in the tracer study process. With these results, we will make changes to the implementation of the tracer study. Where for the tracer process which will be carried out in 2021 it is hoped that it can increase the number of participants and can better describe the condition of graduates.

## b. Number of Entrepreneurial Students

This indicator is a calculation of the number of active students at FIB Unud who can develop entrepreneurship independently. This indicator is used to measure the interest and spirit of students in entrepreneurship and developing entrepreneurship. With the aim that later students can create job vacancies (job creators) not only as job seekers (job seekers).

To support this, FIB Unud has carried out various efforts to encourage students to become entrepreneurs. The efforts carried out provide training to students on good business opening techniques. Apart from that, it also provides entrepreneurial community opportunities for students at FIB Unud.



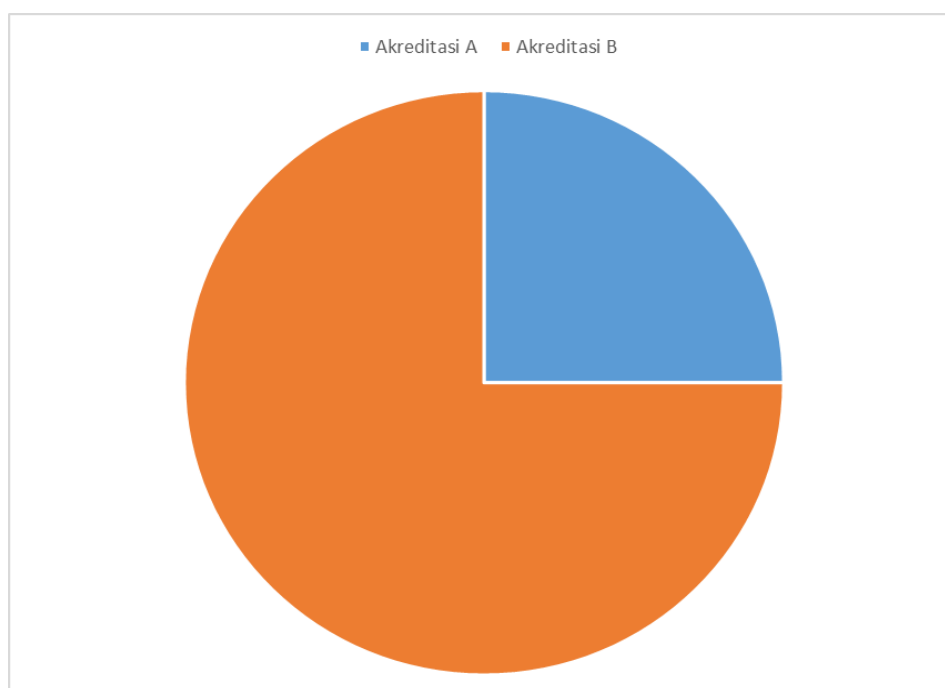
From this data, it can be seen that almost every study program at FIB Unud already has students who have businesses, which are the result of every effort that has been carried out by FIB Unud. Where the target is 25 people, then finally 25 people are obtained, which can be concluded that they have succeeded in achieving the desired target.

## c. Percentage of Study Programs Accredited A

The percentage of study programs accredited A is used to record study programs that already have A (Excellent) certification by the quality

standards set by BAN-PT and other independent accreditation institutions according to the National Higher Education Standards. In the process of improving quality at FIB Unud, various efforts have been carried out by all parties, starting from the process of preparing study program forms, assistance from UPMF FIB Unud, assistance from LP3M to assistance by the Dean of FIB Unud in the Visitation process by assessors. So that after all these efforts the data is obtained as follows:

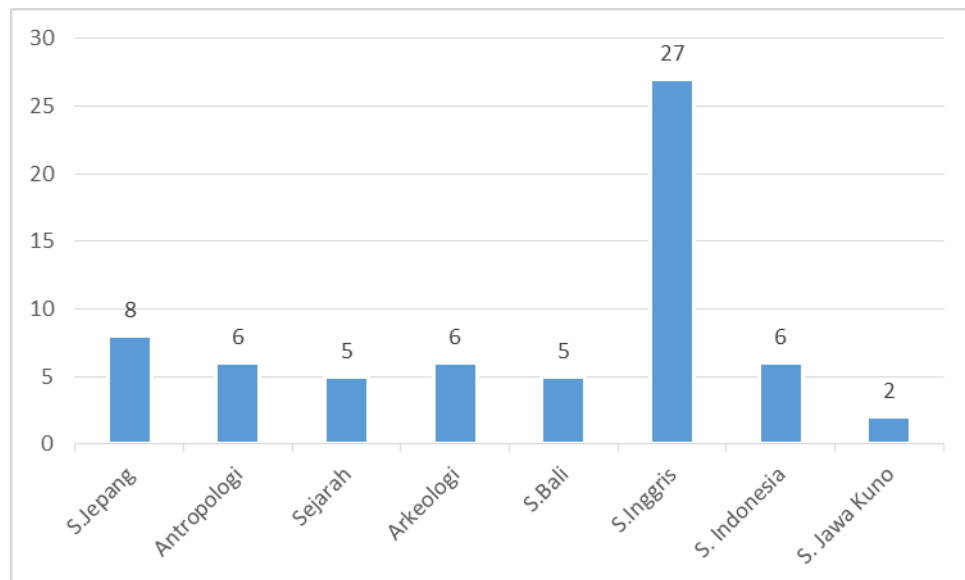
LEVELS	STUDY PROGRAM	SK ACCREDITATION	RANK
S1	Indonesian Literature	3673/SK/BAN-PT/Akred/S/X/2019	A
S1	Ancient Javanese Literature	3499/SK/BAN-PT/Akred/S/IX/2019	A
S1	English Literature	3254/SK/BAN-PT/Akred/S/XII/2016	A
S1	Japanese Literature	2066/SK/BAN-PT/Akred/S/IX/2016	A
S1	Archaeology	2979/SK/BAN-PT/Akred/S/VIII/2019	A
S1	History	3088/SK/BAN-PT/Akred/S/VIII/2019	A
S1	Anthropology	2829/SK/BAN-PT/Akred/S/VIII/2019	A
S1	Balinese Literature	3060/SK/BAN-PT/Akred/S/VIII/2019	B
S2	Linguistics	4234/SK/BAN-PT/Akred/M/XI/2017	B
S3	Linguistics	1441/SK/BAN-PT/Akred/D/V/2017	A
S2	Cultural Studies	4164/SK/BAN-PT/Akred/M/X/2019	A
S3	Cultural Studies	365/SK/BAN-PT/Akred/D/IX/2014	B



From these data, it can be seen that all Study Programs at FIB Unud have Accreditation, with 9 Study Programs with A accreditation, and then 3 Study Programs with B Accreditation. So it can be concluded that overall the percentage of study programs at FIB Unud reaches 75%, where these results have reached the target set determined by 75%.

d. Number of Students who take part in Merdeka Belajar Activities

The number of students participating in the Merdeka Learning activities was assessed by several criteria consisting of taking courses outside the study program at the same tertiary institution. Take courses at other universities. Internship in Industry/research institute and others. Community service in the village and other social activities.



From these data, it can be seen that all Study Programs of FIB Unud have participated in the Merdeka Learning program. Overall, as many as 65 students took part in the Merdeka Learning program by taking courses outside the study program at the same tertiary institution. The data also shows that FIB Unud has reached the target of 57 students.

e. Number of Study Programs implementing Kampus Merdeka Learning

The criteria for this indicator are for study programs that provide opportunities for students to take part in the Independent Learning program. Overall, it can be seen that all undergraduate study programs at FIB Unud have implemented the Independent Campus Learning program.

2. Increasing the institutional quality of Udayana University

a. National University Ranking

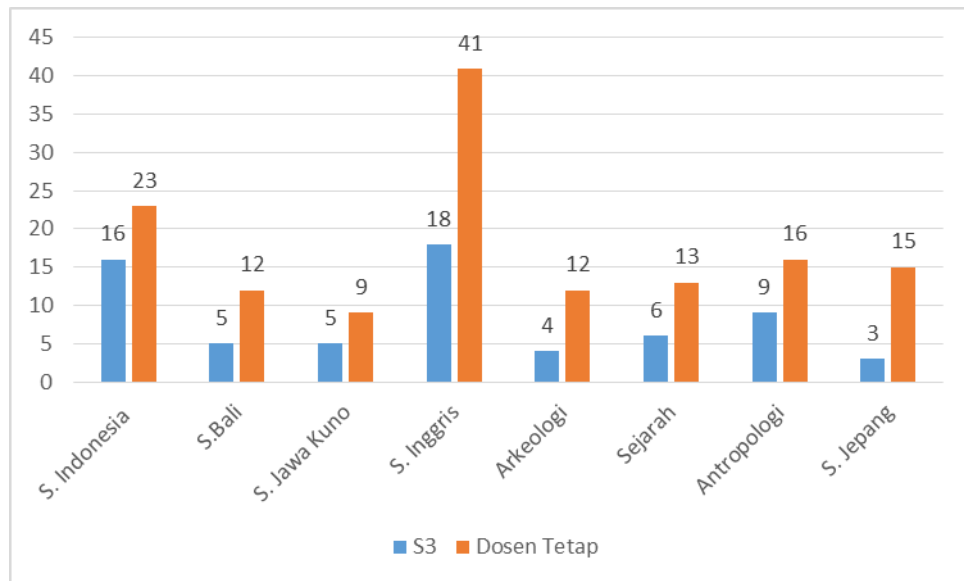
This indicator is assessed using the criteria for ranking higher education institutions in the National ranking by the Ministry of Education, Culture and Higher Education. In this indicator, the achievements were made by the Rectorate, which was supported by the achievements of all the Faculties at Unud.

3. Increasing the quality and quantity of Udayana University resources

a. Percentage of Doctoral Qualified Lecturers

Lecturers with doctoral qualifications are lecturers who have doctoral qualifications at the end of the current year. Where lecturers with doctoral qualifications are a benchmark for the ability of tertiary institutions in developing science and technology as well as implementing the University's Three Main Services. Where to increase the number of lecturers who have doctoral qualifications several efforts have been made to support more lecturers at FIB Unud who have completed doctoral education. With these various efforts to obtain data such as the following:



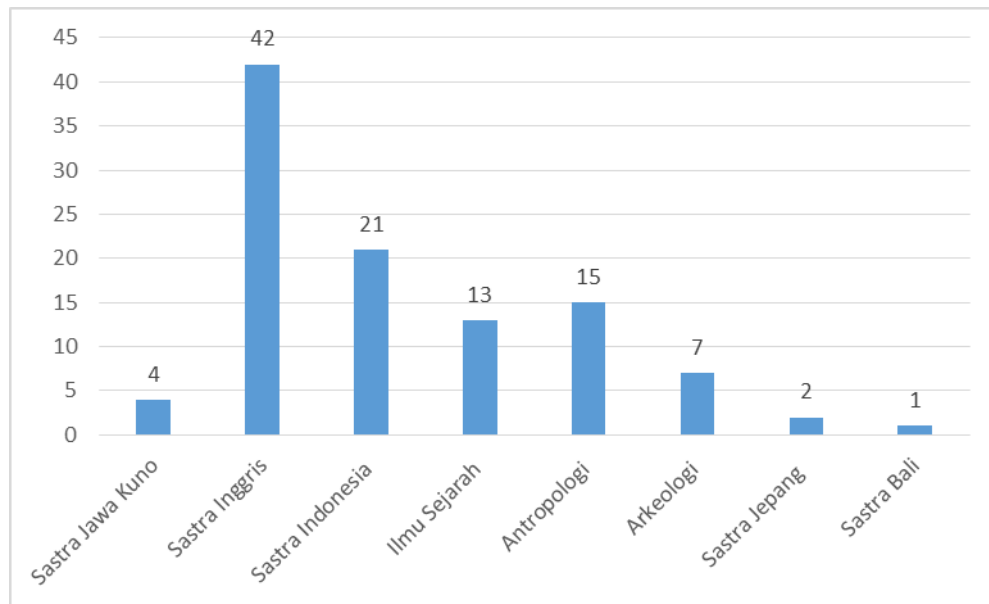


From these data, it can be obtained that the percentage of lecturers with doctoral qualifications is 46.81% of the total number of permanent lecturers at FIB Unud. This shows that the number of lecturers with doctoral qualifications at FIB Unud has reached the set target. Where the target set is 46.67%.

4. Increasing the relevance and productivity of research, service, and technology

a. Number of international publications

International Publications are the results of research published in International Scientific Journals or Proceedings that have been published by Universities or other publishers and have an ISBN. Where for these publications the publication data for each study program is obtained as follows:



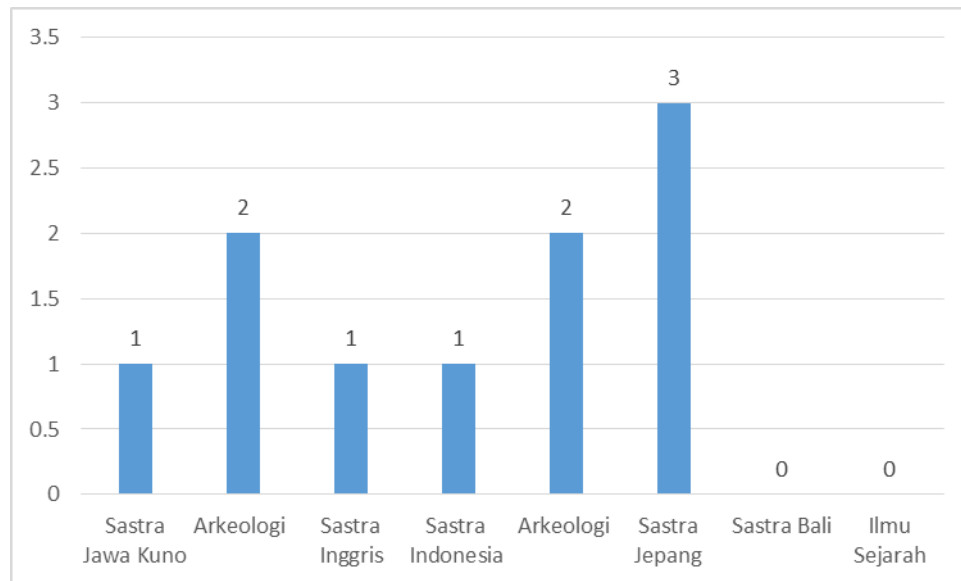
From these data, it can be seen that the English Literature Study Program mostly contributes their writings to be published internationally. Which of these data are derived from journals, or in the form of proceedings. So in general it can be concluded that there are 105 FIB Unud International Publications, where the number has exceeded the target of 103 papers.

b. Number of Global Indexed Reputable Journals

Globally reputable indexed journals are accredited scientific journals indexed by Scopus and/or Web of Science and/or Web of Science as indexers of high reputation. For this indicator, FIB Unud has not targeted 2020.

c. Number of Intellectual Property Registered

IPR (HAKI) is an intellectual property right which arises from the ability to think or think which produces a product or process that is useful for humans consisting of Patents, Copyrights, Trademarks, Plant Varieties, Trade Secrets, Industrial Designs and Circuit Layout Designs. Integrated. Where to obtain IPR (HAKI) data as follows:



From these data, it can be seen that the number of works that have received IPR (HAKI) certificates throughout 2020. So in general it can be concluded that there are 8 intellectual property works at FIB Unud, where this number has not exceeded the target of 34 works.

d. Number of industrial prototypes

Industrial prototypes are prototypes that are the result of technology development that has passed tests on actual environmental systems (technology readiness level (7)). For this indicator, FIB Unud has not targeted 2020.

5. Strengthening innovation capacity

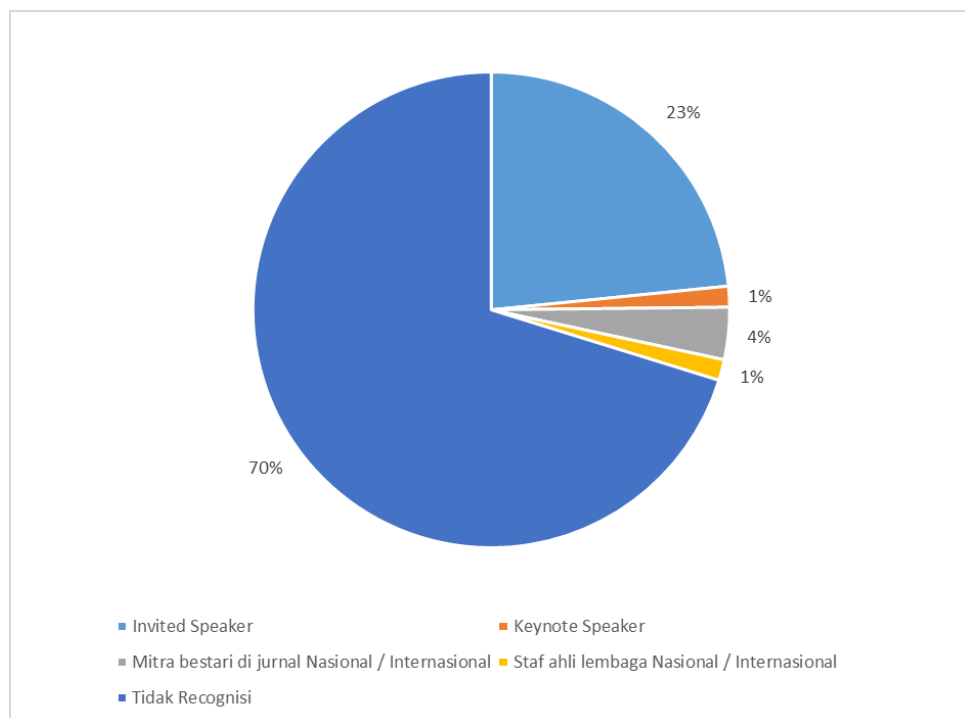
a. Number of Product Innovations

Product innovation is the result of research, development, assessment, application, and/or engineering activities by R&D units/universities or higher education institutions, which produce innovations that are applied and used commercially, economically, and/or socio-culturally. Where for this indicator FIB Unud received a target of 1 paper, but until the end of 2020 FIB Unud had not yet obtained works with requirements at the level of innovation products.

## 6. Strengthening National / International Competitiveness

### a. Percentage of Lecturer Recognition

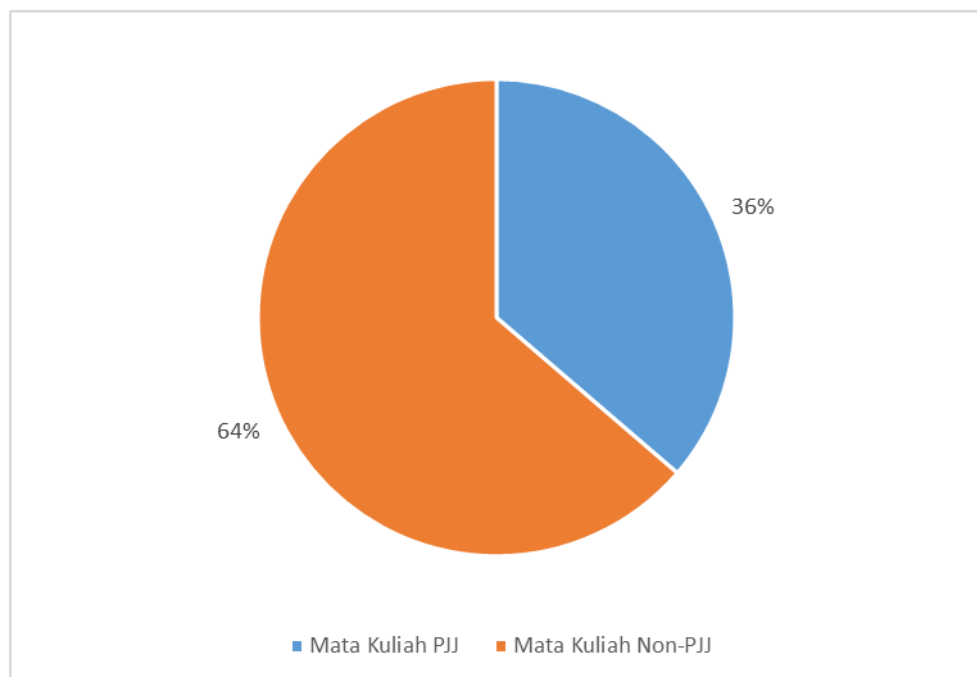
Lecturer recognition is a lecturer who carries out other tasks outside of the main duties of a teacher at FIB Udayana University. For example, lecturers who carry out visiting professors, keynote speakers/invited speakers, expert staff of National/International institutions, bestari partners in National/International journals. With the following data :



Based on these data, FIB Unud Obtain a target of 10% of the number of lecturers carrying out recognition. Until the end of 2020, the number of lecturers at FIB Unud had carried out recognition activities by 30% (42 people). So it can be concluded that the percentage of recognition for lecturers at FIB Unud has been achieved.

- b. Percentage of courses with a Distance Education/PJJ system (that implement blended learning)

This indicator is the number of courses that have implemented the PJJ system compared to the number of courses at FIB Unud. To support this activity, FIB Unud has implemented various efforts to make it easier for FIB Unud lecturers to implement the PJJ system. So the following results are obtained:



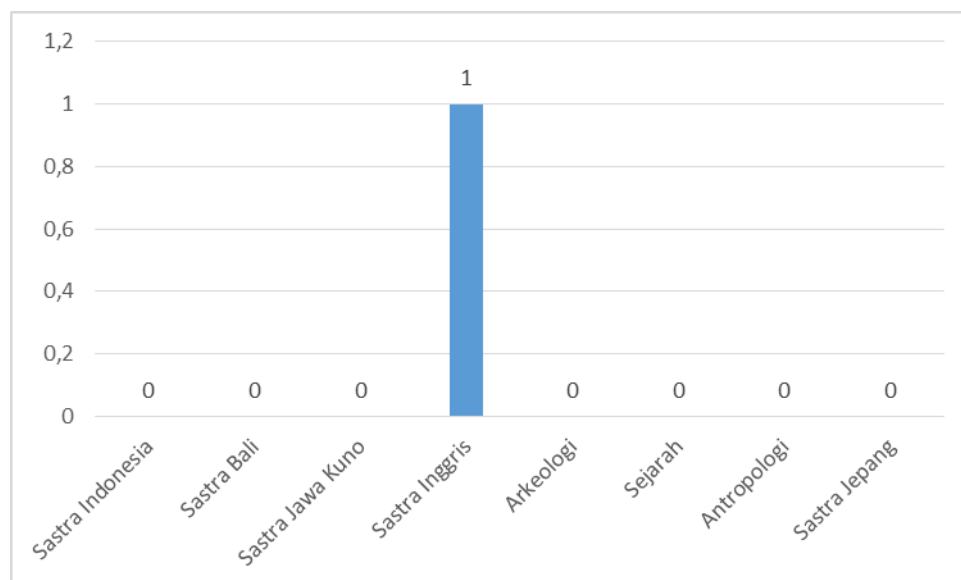
Based on these data, FIB Unud obtained a target of 10% of all courses. until the end of 2020, 339 courses had implemented distance education (36%). So it can be concluded that the percentage of PJJ FIB Unud courses has been achieved.

c. Number of International Accredited Study Programs

This indicator is the number of study programs that have obtained international accreditation. Where is this indicator that FIB Unud obtains a target of 1 study program to obtain international accreditation? However, until the end of 2020 1 study program at FIB Unud, namely English Literature, is still in the stage of proposing AUN-QA certification.

d. Number of International Research Collaborations with Unud Non-PNBP costs

This indicator is the amount of collaboration between FIB and international institutions or agencies with funds originating from outside PNBP. So the following data is obtained:

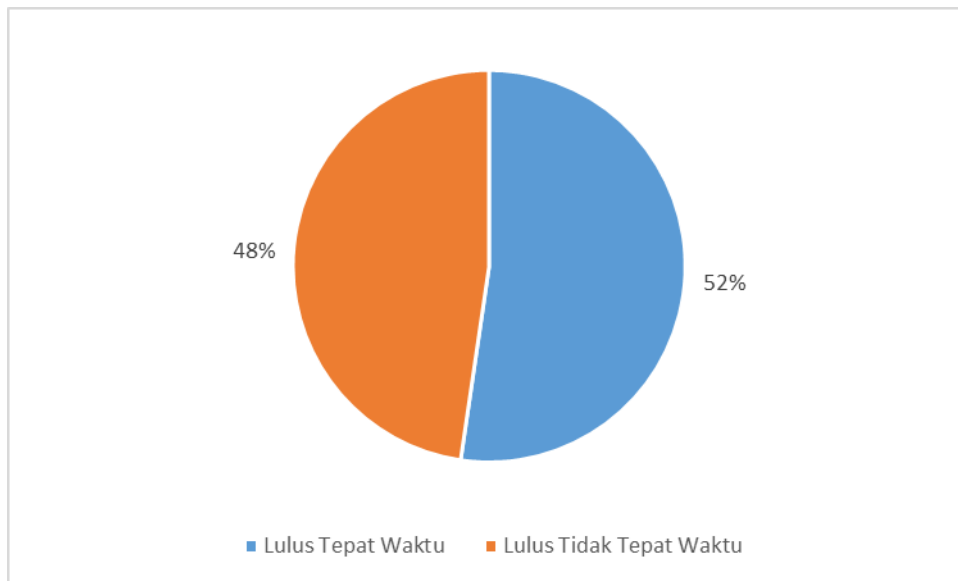


Based on these data, FIB Unud obtained a target of 1 research collaboration with international institutions or agencies. Where until the end of 2020 there was 1 collaboration with an agency from abroad. So for this indicator, it can be concluded that FIB Unud has reached the target set.

e. Percentage of graduates on time

This indicator is a comparison between the number of graduates in 2020 and graduates who are on time. Where graduates for S1 are students of the class of 2016, Master students of the class of 2018, and Doctoral students of

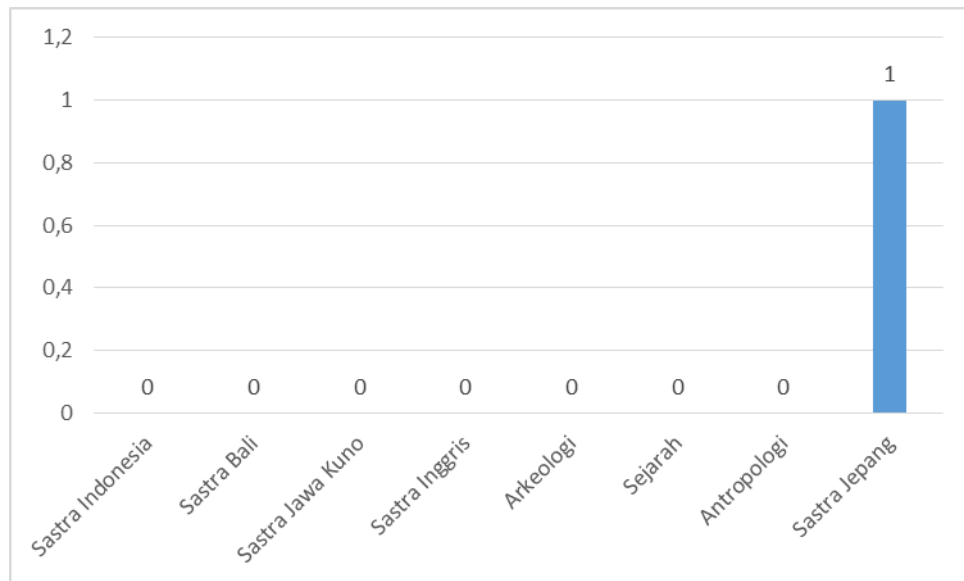
the class of 2017. So the following data is obtained:



Based on these data, FIB Unud obtained a target of 65% of all graduates in 2020, graduating on time. where by the end of 2020 there were 214 undergraduate, master, and doctoral students out of 409 graduates who graduated on time (52%). So for this indicator, it can be concluded that FIB Unud has not reached the target set.

f. Number of international community service

This indicator is the amount of community service internationally as well as community service carried out jointly with international institutions or agencies. So the following data is obtained:

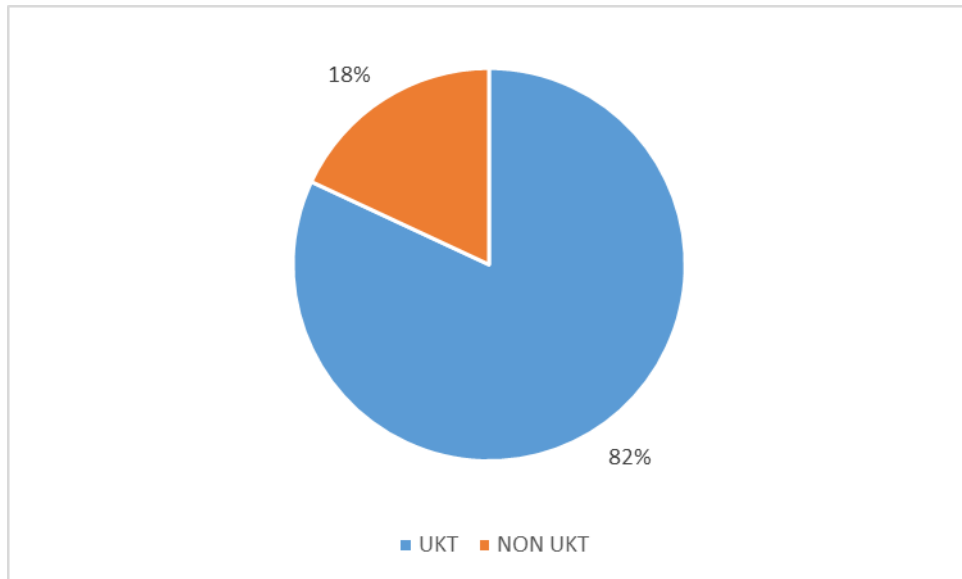


Based on these data, FIB Unud obtained a target of 1 service collaboration with international institutions or agencies. where until the end of 2020 there was 1 collaboration with an agency from abroad. So for this indicator, it can be concluded that FIB Unud has reached the target set.

g. Percentage of PNBPN revenue excluding UKT and APBN (RM)

This indicator is a comparison between receipts from outside UKT compared to receipts from UKT. Acceptance can be in the form of SPI, business units, or cooperation. Obtained data as follows:





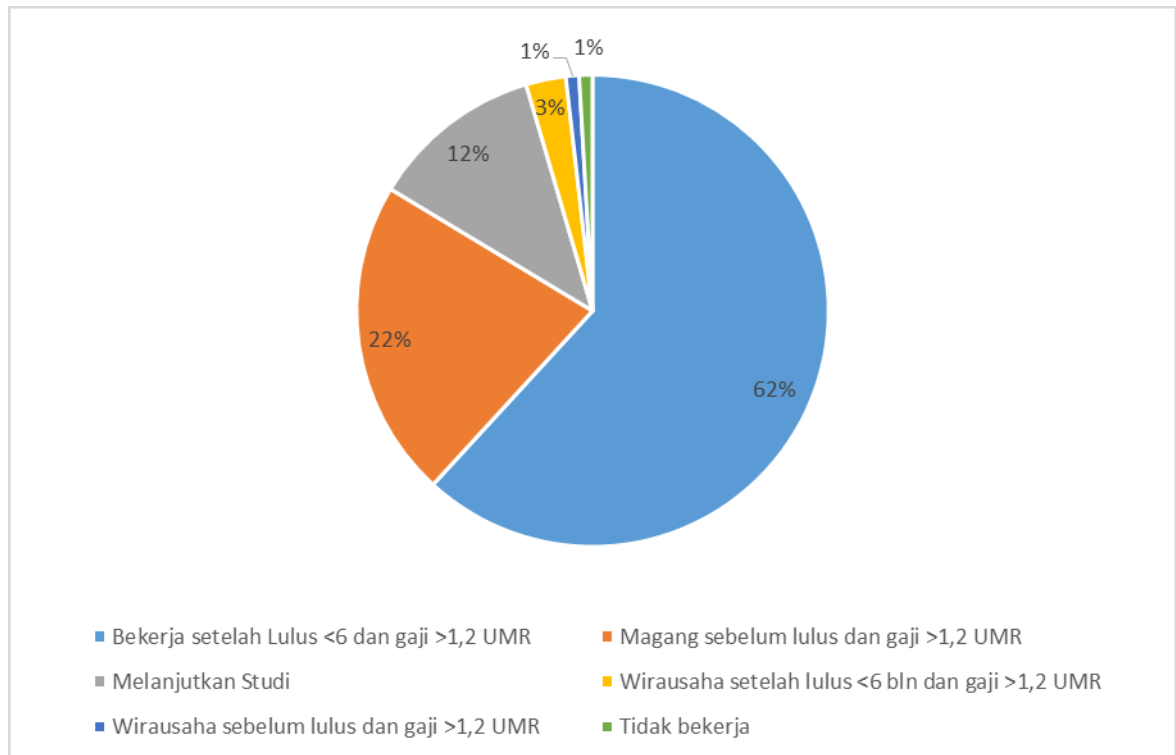
Based on these data, FIB Unud obtained a target of 20% of all revenue coming from pure UKT. where until the end of 2020 there were receipts outside UKT from various sources of Rp. 2,698,692,515 (18%) which went to the Rector's account. So for this indicator, it can be concluded that FIB Unud has not reached the target set.

B. Ministry of Education, Culture and Higher Education

1. Increasing the quality of Higher Education graduates

- a. Percentage of S1 and D4/D3/D2 graduates who successfully find work, continue their studies or become self-employed

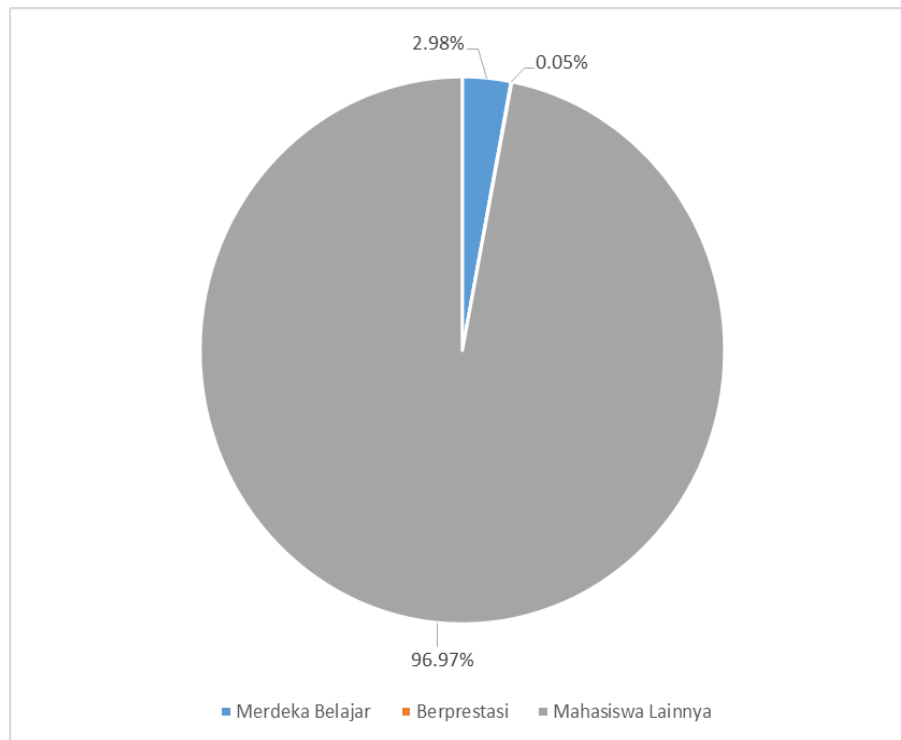
In this indicator, the data to be achieved is the percentage of graduates who immediately work, continue their studies, or become self-employed. Where the data used are from graduates in 2018. At that time FIB had carried out student discharges 5 times throughout the year, namely graduation 135, 136, 137, 138, and 139. The results are obtained with the following details.



From the data above it can be seen that there are still very few students who want to participate in the tracer study process. With these results, we will make changes to the implementation of the tracer study. For the tracer process which will be carried out in 2021, it is hoped that it can increase the number of participants and can better describe the condition of graduates.

- b. Percentage of undergraduate and D4/D3/D2 graduates who spent at least 20 (twenty) credit hours off campus, or achieved the lowest achievement at the national level

This indicator is to support the Ministry of Education, Culture and Higher Education's program, namely the Kampus Merdeka Merdeka Belajar. Where students are allowed to carry out activities outside the campus or gain experience in other faculties. This will later be useful for graduates to gain additional knowledge outside the Faculty. Where the following results are obtained:



Based on these data, FIB Unud obtained a target of 30% of all active students. where until the end of 2020 the number of participants from the independent learning program was still very small, namely 65 people (3.03%) from all undergraduate study programs. So for this indicator, it can be concluded that FIB Unud has not reached the target set.

2. Increasing the quality of curriculum and learning
  - a. Percentage of Undergraduate and D4/D3/D2 Study Programs that collaborate with partners

The criteria that are the target of this indicator are Study Programs that have collaborated with partners in the process of accepting graduates as workers. Where for this indicator FIB Unud has no study program that has collaboration intended for 2020.

- b. Percentage of undergraduate and D4/D3/D2 courses that use the case method or team-based project learning method as part of the evaluation weight

The criteria that are the targets of this indicator are the subjects of each study program that apply case-solving or group projects in the implementation of lectures. For this indicator FIB Udayana University there are no courses that apply the method intended for 2020.

- c. Percentage of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government

The target criteria for this indicator are the number of undergraduate study programs that have received international accreditation from institutions recognized by the government. For this indicator FIB Udayana University there are no study programs that have followed accreditation at the institution intended for 2020.

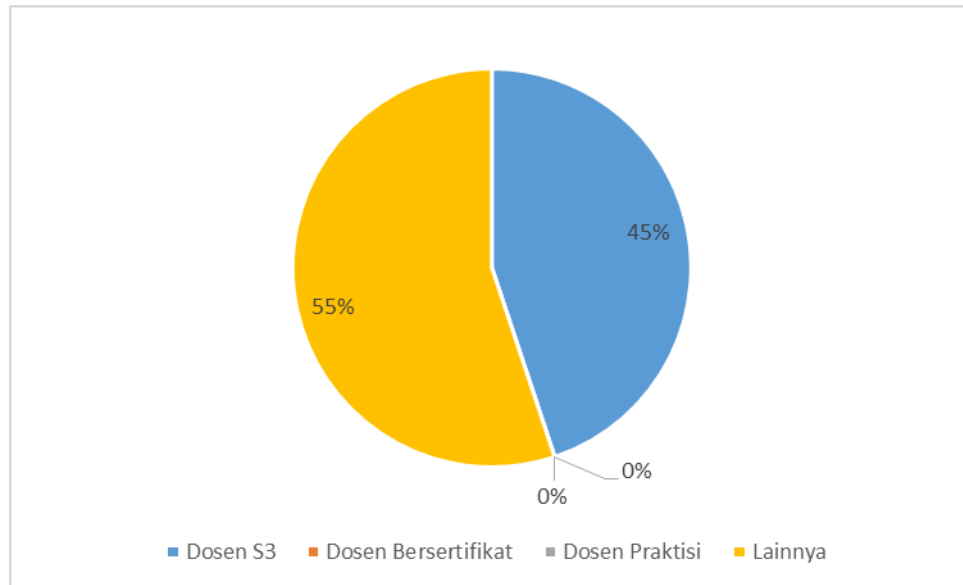
3. Increasing the quality of Higher Education lecturers

- a. Percentage of lecturers who carry out University Three Main Services on other campuses, in QS100 based on the field of study (QS100 by subject), work as practitioners in the industrial world, or mentor students who have achieved the lowest achievement at the national level in the last 5 (five) years.

The criteria that are the target of this indicator are the percentage of lecturers who carry out University Three Main Services on campus in QS100, serve as practitioners or foster outstanding students. For this indicator, FIB Unud has no lecturers who have had the opportunity to carry out University Three Main Services intended for 2020.

- b. Percentage of permanent lecturers with doctoral academic qualifications, who have competency/profession certificates that are recognized by industry and the world of work, or come from professional practitioners, the industrial world, or the world of work

The target criteria for this indicator are the percentage of lecturers who have competition certificates that are recognized or come from practitioners. Where the data is divided into permanent lecturers with doctoral qualifications, lecturers with professional certificates, and lecturers from practitioners. So the following data is obtained:



Based on these data, FIB Unud obtained a target of 40% of all active lecturers. where until the end of 2020 the number of lecturers with doctoral qualifications was 66 people (45%) out of 147 lecturers, while there were still no certified lecturers and practicing lecturers. So for this indicator, it can be concluded that FIB Unud has reached the target set.

- c. Number of outputs of research and community service that have received international recognition or been implemented by the community per number of lecturers

The criteria that are the target of this indicator are the number of outputs from research and service that are recognized internationally or used by the community. For this indicator FIB Unud there has been no research output or service that has received international recognition or been used by the community for 2020.

## CHAPTER IV. CLOSING

The performance achievements of the Faculty of Humanities, Udayana University in 2020 are reported by their duties and functions as organizers of the University Three Main Services and refer to the 2020-2024 FIB Unud Strategic Plan. All the advantages and disadvantages reflected in the achievement of the main performance indicators have been explained in detail.

In general, the targets set for 2020 have been achieved, and some have even exceeded them. For indicators that have not been fulfilled or are not fulfilled, efforts will be made to coordinate with all existing units. The achievement of output may need to be synergized with the policies and programs of the Ministry of Education, Culture and Higher Education and stakeholders.

With the support of all members of the community who share the same vision and mission as well as the same perception of existing resources, we will continue to improve their performance as a responsibility in carrying out the FIB Unud Strategic Plan 2020-2024 and FIB Unud as the organizer of the University Three Main Services will be implemented properly.