



UNIVERSITAS UDAYANA

ACCOUNTABILITY REPORT
FACULTY OF HUMANITIES
UDAYANA UNIVERSITY
2019

ACCOUNTABILITY REPORT



FACULTY OF HUMANITIES
UDAYANA UNIVERSITY
DENPASAR, 2019

FOREWORD

Praised to God Almighty/Ida Sang Hyang Widhi Wasa for his *asung kerta wara nugraha* so that the Accountability Report on the performance of the Faculty of Humanities, Udayana University in 2019 can be completed properly. The Accountability Report on performance must be carried out in the context of implementing the Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 51 year 2016 regarding the Implementation of the Government Agency Performance Accountability System at the Ministry of Research, Technology, and Higher Education and regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 53 year 2014 regarding Technical Guidelines for Performance Agreements, Performance Reporting, and Procedures for Reviewing Government Agency Performance Reports

The Accountability Reports on the performance of the Faculty of Humanities, Udayana University (FIB Unud) in 2019 presents performance achievements in accordance with the Dean's Performance Agreement with the Rector and based on the targets stated in the 2015-2019 FIB Unud Strategic Pan 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).

Accountability reporting on performance in 2019 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, 21st January 2020,
Dean of Faculty of Humanities Udayana
University

The image shows the official seal of Universitas Udayana, Faculty of Humanities. The seal is circular with a blue border containing the text 'KEMENTERIAN PENDIDIKAN DAN KEBUDAYAAN' at the top, 'UNIVERSITAS UDAYANA' in the middle, and 'FAKULTAS ILMU BUDAYA' at the bottom. In the center of the seal is a smaller emblem. Overlaid on the seal is a handwritten signature in black ink, which appears to be 'Made Sri Satyawati'.

Made Sri Satyawati

EXECUTIVE OVERVIEW

The Accountability Reports on the performance of the Faculty of Humanities, Udayana University 2019 was prepared to realize accountability in accordance with what is mandated in the Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 51 year 2016 regarding the Implementation of the Government Agency Performance Accountability System at the Ministry of Research, Technology and Higher Education and regulation of the Minister of State Apparatus Empowerment and Bureaucratic Reform of the Republic of Indonesia Number 53 year 2014 concerning Technical Guidelines for Agreements Performance, Performance Reporting and Procedures for Reviewing Government Agency Performance Reports. In the accountability reports on the performance of FIB Unud in 2019, 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 the performance of FIB Unud against the performance targets that have been planned in the 2015-2019 FIB Unud Strategic Plan.

The strategic target of the development of the Faculty of Humanities, Udayana University 2015-2019 has performance indicators and is measured by the level of achievement every year. The results of performance measurement are shown from the level of achievements 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 2019 performance agreements in accordance with the 2015-2019 FIB Unud Strategic Plan.

Unud set 7 (seven) strategic goals contained in the 2019 performance agreement with FIB Unud which was described using 29 ICUs. Where as many as 19 ICUs are targets that must be met by FIB Unud in the 2019 fiscal year period.

Strategic Goal #1 Increasing the quality of learning and student affairs, this goal is measured using 5 ICUs including the number of entrepreneurial students, the percentage of certified graduates of competencies and professions, the percentage of accredited study programs A, the number of outstanding students, the percentage of college graduates who immediately work. Where 4 out of 5 IKU are the target of FIB Unud, with 1 IKU that has been reached according to the target.

Strategic Goal #2 Increasing the institutional quality of Udayana University, this target is measured by 3 ICUs including national PT ranking, institutional accreditation, and several science and technology centers of excellence. Of the 3 IKU, no IKU is the target of FIB Unud.

Strategic Goal #3 Increasing the quality, and quantity of Udayana University resources, this target is measured using 3 ICUs including the percentage of lecturers with S3 qualifications, the percentage of lecturers with the position of Associate Professor, and the percentage of lecturers with the position of Professor. Where all IKU are the targets of FIB Unud, with 2 IKU

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 8 KPIs including the number of international publications, the number of registered intellectual property, the number of research and development (R&D) prototypes, the number of industrial prototypes, the number of citations of scientific works, the number of reputable journals indexed nationally, and the number of reputable journals indexed globally. Where 6 of the 8 KPIs became the target of FIB Unud, with 4 KPIs that have 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 target of FIB Unud, with the results not reaching the target.

Strategic goal #6 The realization of good governance and excellent service quality in accordance with BLU principles, this target is measured using 3 KPIs including opinion on the assessment of financial statements by public auditors, percentage of the quantity of follow-up to BPK findings, percentage of follow-up worth rupiah findings of BPK. 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, the percentage of courses with the distance education system / PJJ (which implements blended learning), the number of international research collaborations with non-PNBP Unud costs, the percentage graduates on time, number of international community services, percentage of non-tax revenues outside UKT. Where 6 of the 7 KPIs became the target of FIB Unud, with 4 KPIs that have been achieved according to the target.

The achievement of Unud's performance targets is strongly supported by the absorption of funds of Rp. 5,829,087,926 or 96.25% of the total revised budget (POK) of Rp. 6,055,931,000. The absorption of the budget comes from Education Services (001) Rp. 2,114,904,675 (99.11%), Research (002) 1,568,954,000 (99.94%), Community Service (003) Rp. 75,731,500 (100 %), Learning Support Facilities/Infrastructure (004) Rp. 721,968,820 (90.9%), Office Supporting Facilities/Infrastructure (005) Rp. 310,774,128 (93.61 %), and Office Services (994) Rp 1,263,597,877 (90.38 %).

Based on the performance achievements of the 19 KPIs that are the targets of FIB Unud, 11 indicators have been achieved, while 8 indicators have not been achieved. Thus, it can be concluded that the programs and activities carried out in 2019 as a whole almost reached the target.

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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 culture 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, in relation to 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 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 Ancient Javanese language and literature, Prof. Dr. R. M. Ng. Poerbatjaraka. The essence of the three speeches is as follows:

- 1) 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).
- 2) 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 ancient literary and cultural treasury is stored (Prof. Dr. R. M. Ng. Poerbatjaraka).
- 3) 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 establishment 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 on the initiative of the Nusa Tenggara Faculties Foundation, which was founded 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 Humanities, 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. 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 set, 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 (*Budaya*)" was then omitted on the recommendation of K. Prof. DR. Prijono, because the word "Literature (*Sastra*)" alone contained the meaning of culture. So, the term "Literature (*Sastra*)" 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 Chancellor of Udayana University Number 592/UN14/PP.03.01/2016, concerning the Determination of Study Program Scope Mono Discipline and Multi-Discipline Category For Management of Masters and Doctoral Programs, then on December 23, 2016 Masters and Doctoral Programs in Linguistics and Cultural Studies by official under Faculty of Humanities. Currently, the Faculty of Humanities has 12 Study Programs, as follows:

No	Study Program	Academic Strata
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 development of education and teaching at the Faculty of Humanities, it is possible to open new study programs, including the French Literature Study Program and the Korean Literature 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 Knowledge (PTIP) number 104 of 1962, dated August 9, 1962, regarding the establishment of Unud on August 17, 1962, and inaugurated by Presidential Decree the Republic of Indonesia number 18 of 1963, dated January 13, 1963.
2. Unud's establishment coincided with the day of the Proclamation of Independence of the Republic of Indonesia, so the celebration of Unud's establishment was shifted to September 29, which took the establishment of the Faculty of Letters Udayana Airlangga University branch in Denpasar
3. Regulation President number 29 of 2014 regarding System Agency Performance Accountability Government.
4. Regulation of the Minister of State for Empowerment State Apparatus and Bureaucratic Reform number 53 of 2014 regarding Technical Guidelines for Performance Agreements, Performance Reporting and Procedures for Reviewing Agency Performance Reports Government.
5. Regulation of the Minister of Research, Technology, and Higher Education of the Republic of Indonesia number 51 of 2016 regarding the Implementation system Agency Performance Accountability Government at the Ministry of Research, Technology, and Higher Education.
6. Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia number 30 of 2016 regarding Udayana University Organization and Work Procedure.
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 regarding Udayana University Statute.
9. Decree of the Minister of Research, Technology and Higher Education of the Republic of Indonesia number 267/M/KPT.KP/2017 regarding Appointment Chancellor of Udayana University years 2017-2021.

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

In accordance with the 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 college which is organized by the Ministry of Research, Technology and Higher Education is under and responsible for answering to the Minister of Research, Technology and Higher Education. Unud has a Duty to organize education academics and can organize education vocation in various clumps with knowledge and/or technology and if fulfilling conditions could organize the education profession. As an element system education National university, Unud organize activity education tall with the destination follows:

1. Organizing the Three Pillars of Higher Education is an obligation or duty of the main

- college, consisting of education, research, and service to society.
2. Produce quality graduates who have high competence in mastering 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 Three Pillars of Higher Education.
 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: a. Senate; b. Rector; c. Internal Supervisory unit; and d. Advisory Council. The following is a description of the main functions of the organ.

1. The Senate is an organ that carries out the functions of determining, considering, and supervising the implementation of academic policies.
2. The Rector carries out the functions of determining non-academic policies and managing Unud. The Rector as the managing organ consists of the Rector and the Vice-Rector 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. The Rector carries out the following functions: a. implementation and development of higher education; b. conducting research in the context of developing science and technology; c. implementation of community service; d. implementation of the development of the academic community and its relationship with the environment; and e. implementation of administrative service activities.
4. The Vice Rector is under and responsible to the Rector and consists of:
 - a. Vice Rector for Academic Affairs;
The Vice Rector for Academic Affairs 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.

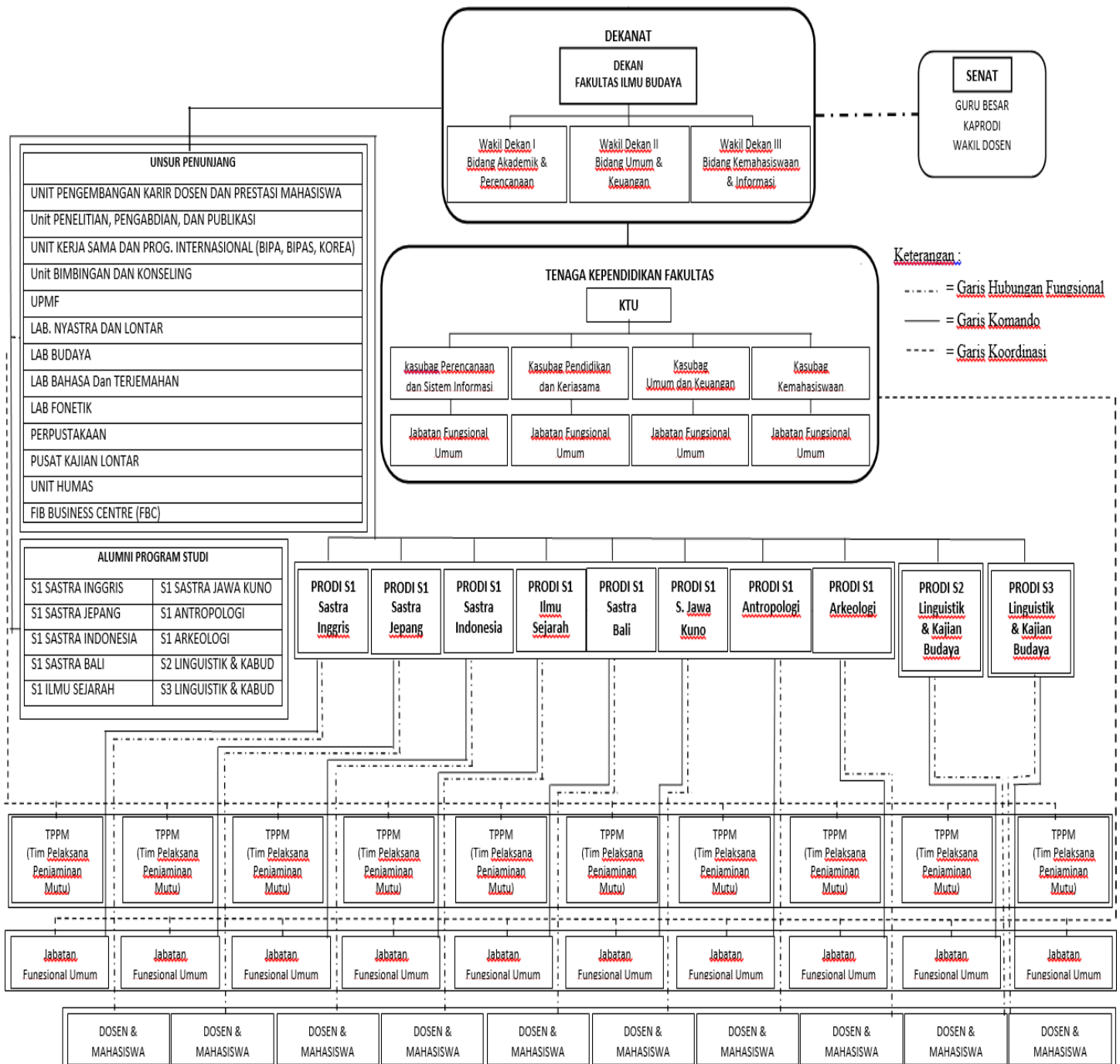
Vice-Rector for Planning, Cooperation, and Public Relations. The Vice Rector for Planning, Cooperation and Information have the task of assisting the Rector in leading the implementation of program planning activities, planning synchronization, cooperation, and public relations.

5. Bureau is an element of Unud's administration which provides technical and administrative services to all elements within Unud. The Bureau is headed by a Head who is responsible to the Rector. The bureau in carrying out its daily tasks is coordinated by the Vice-Rector in 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). The faculty is led by a Dean who is assisted by 3 (three) Vice Deans (WD for Academic Affairs and Planning; Deputy Deans for General Affairs and Finance; and Vice 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 a Director and Deputy Director and 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. 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. 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 the improvement of the management of non-academic activities to the Rector on the basis of the results of internal supervision.
12. The Advisory Council is an organ that carries out the function of non-academic considerations which has the following duties and authorities: a. considering the Rector's policies in non-academic fields; b. formulating suggestions/opinions on the Rector's policies in non-academic fields; c. giving consideration to managing Unud. There are 6 (six) members of the Advisory Council who are committed to developing Unud who come from: a. 1 (one) element of the Regional 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) Alumni element; and f. 1 (one) element of Unud
13. 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). The faculty is led by a Dean who is assisted by 3 (three) Vice Deans (WD for Academic Affairs and Planning; Deputy Deans for General Affairs and Finance; and Vice Deans for Student Affairs and Information.
14. 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.
15. 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 a Director and Deputy Director; and a Subdivision of Administration.

16. 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.
17. 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. UPT Language; and D. Integrated Laboratory UPT;
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19. The Advisory Council is an organ that carries out the function of non-academic considerations which has the following duties and authorities: a. giving consideration to the Rector's policies in non-academic fields; b. formulating suggestions/opinions on the Rector's policies in non-academic fields; and c. giving consideration to the Rector in managing Unud. There are 6 (six) members of the Advisory Council who are committed to developing Unud who come from: a. 1 (one) element of the Regional Government; b. 1 (one) element of community leader; c. 1 (one) element of education expert; d. 1 (one) element of an entrepreneur; e. 1 (one) Alumni element; and f. 1 (one) element of Unud.

The current organizational structure of FIB Unud has been adjusted to the 2016 UNUD OTK. 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 changing local, national, and global life.

The National Long-Term Development Plan (PJPN 2005 - 2025) has established four main stages of five-year medium-term national development as follows: (1) The First Phase (2005 - 2009) on reorganizing the Unitary State of the Republic of Indonesia (NKRI), building a safe and peaceful, just and democratic Indonesia with a better level of welfare. (2) The second phase (2010 - 2014) stipulates the structuring of the Republic of Indonesia, improves the quality of human resources, builds science and technology capabilities, and strengthens economic competitiveness. (3) The third phase (2015 - 2020) is to strengthen overall development by emphasizing the development of economic competitive advantages based on available natural resources, qualified human resources, and science and technology capabilities. The Fourth Phase (2020 - 2025) realizes 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 PJPN 2005 - 2025, the Ministry of Education, Culture and Higher Education in the Long-Term Development Plan (RPJP 2005 - 2025) sets out four strategic themes of education development. The four strategic themes are divided into four periods, namely: (1) the period 2005 - 2010 is to increase capacity and modernization, (2) the period 2010 - 2015, education with the theme of educational development focuses on strengthening services, (3) the period 2015 - 2020 education is focused on strengthening regional competitiveness, and (4) the period 2020 - 2025 education is 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 educational 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.

The Strategic Plan of the Ministry of Research and Technology of Higher Education in 2015 – 2019 set the vision as follows: 'The realization of quality higher education and the ability of science and technology and innovation to support the nation's competitiveness'. Quality higher education is intended to produce graduates who are knowledgeable, educated, and skilled, while the ability of science and technology and innovation is defined by the expertise of human resources and R&D institutions and universities in carrying out research, development and application of science and technology supported by the development of input factors (institutional, resources, and networks). Meanwhile, the nation's competitiveness is the contribution of science and technology and higher education in the economy which is indicated by the superiority of R&D technology products produced by industries/companies that are supported by R&D institutions (Non-ministerial Government Agencies, Job Training Institutes, Business Entities, Universities) and skilled higher education personnel. The mission of the Ministry of Research and Technology of Higher Education is: (1) to increase access, relevance, and quality of higher education to produce quality human resources, and (2) to increase the ability of science and technology and innovation to produce added value for innovative products.

The preparation of the Strategic Plan of the Faculty of Humanities, Udayana University 2015–2019 begins with conducting a self-evaluation through analysis of Strengths, Weaknesses, Opportunities, Threats (SWOT) to determine internal conditions including strengths and weaknesses, and external conditions: opportunities and threats. The results of the SWOT analysis are used in formulating strategic issues. There are three main issues in the 2015-2019 Faculty of Humanities Unud Strategic Plan: (1) autonomy, (2) organizational restructuring, and (3) increasing the nation's competitiveness (regional, national, and international). Autonomy is expected to provide opportunities for the acceleration of the dynamics of the Faculty of Humanities Unud. Organizational restructuring is the main prerequisite to being able to contribute to academic freedom, be able to innovate, and be creative to encourage efficiency, effectiveness, and organizational responsibility, to make the Faculty of Humanities Unud an educational institution that has a high reputation. Increasing national competitiveness is carried out by encouraging programs that can support the nation's competitiveness by improving the quality and relevance of education, research, and community service. In 2015 – 2019 the Faculty of Humanities Unud Strategic Plan, the

management of the academic and non-academic fields is carried out efficiently, effectively, transparently, and accountable by applying the principles of Good University Governance (GUG) to the Faculty of Humanities Unud management system followed by the application of working principles, mechanisms work, and standard operating procedure (SOP) so that it can become a World Class University (WCU).

With the above background, all elements of the leadership of the Faculty of Humanities Unud are obliged to take advantage of this strategic plan so that the Faculty of Humanities becomes an institution with better governance. This is intended to achieve the highest accreditation ratings by the National Accreditation Board for Higher Education (BAN PT) and by the International Accreditation Board. As mentioned above, the Faculty of Humanities Unud Strategic Plan refers to the 2015-2019 Research and Technology of Higher Education strategic plan which positions universities not only as agents of education and research, but also as agents of transfer of culture, science, technology, and economic development. The 2015 – 2019 Faculty of Humanities Unud Strategic Plan is a guideline for all Study Programs in planning and implementing, as well as evaluating Tri Dharma Perguruan programs and activities.

The philosophical foundations and basic principles of the 2015-2019 Faculty of Humanities Strategic Plan refer to Pancasila, the 1945 Constitution of the Republic of Indonesia, the Unitary State of the Republic of Indonesia, and Bhineka Tunggal Ika. Higher Education Law No. 12 of 2012 concerning Higher Education is based on scientific truth, reasoning, honesty, justice, benefits, policies, responsibility, diversity, and affordability.

The philosophical foundation of the 2015 – 2019 Research, Technology and Higher Education Strategic Plan is that national education places students as creatures created by God Almighty, with all their natures having the duty to lead a dignified life, and to become moral, virtuous, and noble human beings. Education is an effort to empower students to develop into fully Indonesian human beings, upholding norms and values such as religious and humanitarian norms, national unity norms, populist norms, democratic norms, and social justice values.

The philosophy of the Strategic Plan of FIB Unud 2015 – 2019 also refers to the philosophy of the Strategic Plan of Unud 2015 – 2019. The philosophy is intended to provide the spirit of realizing excellent, self-reliant, and culture-oriented human resources (HR) to develop Unud towards a World Class University (WCU), and is based on the principles of Good University Governance (GUG).

In Law 12 of 2012 Article 4, it is stated that the functions of Higher Education are: (a) developing abilities and shaping the character and civilization of a dignified nation in order to educate the nation's life, (b) developing an innovative, responsive, creative, skilled, competitive, and cooperative Academic Community through the implementation of the Tridharma, as well as (c) developing science, technology, art by

applying humanities values.

Referring to Law 12 of 2012 Article 4 above, undergraduate education at FIB aims to: (a) develop the potential of students to become human beings who have faith and piety in God Almighty and have a noble character, knowledgeable, capable, creative, independent, skilled, competent, and cultured for the benefit of the nation; (b) produce graduates who master the branches of Science and/or Technology and Arts (IPTEKS) to meet national interests and increase the nation's competitiveness in accordance with the Indonesian National Qualifications Framework (KKNI) and National Higher Education Standards (SNDikti); (c) produce research that pays attention to and applies the values of the humanities in order to benefit the progress of the nation, as well as the progress of civilization and the welfare of mankind; and (d) carry out community service based on reasoning and useful research work in advancing the general welfare and educating the nation's life.

2.1.1 Strategic Plan Goal

The 2015–2019 Fib Unud Strategic Plan was prepared with the aim of providing guidance or as a reference for parties who want to know the achievements and the condition of FIB Unud in the future. This strategic plan is described in program planning, achievement efforts, indicators, evaluations, and development to ensure the quality and service of FIB Unud sustainably. This plan is prepared for a predetermined period, namely the next five years and has the following objectives:

1. As a formal reference for all Study Programs within FIB Unud in determining the priorities of work programs and activities in an integrated and directed manner within the next five years.
2. As a general guideline for managers and lecturers to carry out the learning process in the Study Program within FIB Unud, to produce excellent, self-reliant, and culture-oriented graduates in accordance with the vision and mission of Unud.
3. As a guide to making it easier for all managers, lecturers, and academic support staff to plan, work on, evaluate, and follow up on all policies, programs, and annual operational plans that have been prepared, in program performance indicators and their achievement years.

2.1.2 Benefit of Strategic Plan

This strategic plan provides benefits to all parties including policymakers to determine the activities that will be carried out in developing undergraduate education programs together with all study programs owned so that they can function as expected. The strategic plan can also be used as a reference for the entire academic community and supporting elements in carrying out activities so that they are in line with government policies.

In addition, the Strategic Plan is expected to be used as a benchmark for the implementation of the Tridharma of Higher Education at FIB Unud. Therefore, with the preparation of the Strategic Plan of FIB Unud, it is hoped that the activities of the Tri Dharma Perguruan Tinggi can run more effectively, efficiently, and optimally by prioritizing the empowerment of all the potential possessed to realize the ideals of FIB Unud to become one of the institutions that have the quality to lead to a world-class FIB and have the ability to be independent based on ethics and morals.

This strategic plan (Renstra) can be used as a guide to achieving the objectives of the Faculty of Humanities Udayana University in ensuring quality and services so that the Faculty of Humanities Strategic Plan provides benefits to (1) the effectiveness of achieving program goals through the synergy of various parties, (2) students: the smoothness of study and the quality of graduates according to the specified competencies (3) general public to get the impact of improving the quality of research, community service and access to other academic services.

2.2 Legal Basis for Strategic Plan

The legal basis for making the 2015 – 2019 Faculty of Humanities Udayana University Strategic Plan is as follows:

1. The 1945 Constitution of the Republic of Indonesia
2. Law No. 20 of 2003 on the National Education System.
3. Law No. 25 of 2004 on the National Development Planning System.
4. Law No. 14 of 2005 on Teachers and Lecturers.

5. Law No. 17 of 2007 on the National Long-Term Development Plan (RPJPN) 2005–2025.
6. Law No. 12 of 2012 on Higher Education.
7. Government Regulation of the Republic of Indonesia No. 32 of 2013 on Amendments to Government Regulation Number 19 of 2005 on National Education Standards.
8. Government Regulation of the Republic of Indonesia Number 4 of 2014 on the Implementation of Higher Education and Management of Higher Education.
9. Government Regulation of the Republic of Indonesia Number 14 of 2014 on Higher Education Cooperation.
10. Presidential Regulation of the Republic of Indonesia Number 8 of 2012 on the National Qualifications Framework.
11. Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation No. 17 of 2013 on Lecturer Functional Positions and Credit Scores.
12. Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation No. 46 of 2013 on Amendments to the Minister of State Apparatus Empowerment and Bureaucratic Reform Regulation No. 17 of 2013 on Lecturer Functional Positions and Credit Scores.
13. Minister of Education, Culture and Higher EducationRI Regulation Number 35 of 2014 on Performance Accountability within the Ministry of Education and Culture.
14. Minister of Education, Culture and Higher EducationRI Regulation Number 49 of 2014 on National Standards for Higher Education.
15. Minister of Education, Culture and Higher EducationRI Regulation Number 87 of 2014 on Accreditation of Study Programs and Universities.
16. Minister of Education, Culture and Higher EducationRI Regulation Number 92 of 2014 on Technical Guidelines for Assessment of Credit Scores for Lecturer Functional Positions.

17. Minister of Research, Technology and Higher Education Regulation RI Number 13 of 2015 on Strategic Plans, Ministry of Research, Technology and Higher Education for 2015 – 2019.
18. Minister of Education and Culture RI Decree Number 0450/O/1995 on the Statute of Udayana University.

2.3 *Pillar Strategic*

The strategic pillars of the education philosophical foundation of the Faculty of Humanities Udayana University refer to the National Education System Law Number 20 of 2003, the Higher Education Law No. 12 of 2012, the national education development strategy, and the Strategic Plan of the Faculty of Humanities Udayana University 2015 – 2019. 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 nation's competitiveness, and the partnership potency of the Indonesian nation in the global era. In addition, higher education should realize the dharma of education includes producing intellectuals, scientists and/or professionals who are cultured, creative, tolerant, democratic, have strong character, and dare to defend the truth for the nation's sake and humankind. Furthermore, to realize the dharma of research and community service, higher education should be able to produce research for branches of science, technology, and/or art that can be devoted to the nation, state, and humankind.

Universities as institutions that organize 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 art in universities, academic freedom and academic pulpits are applied, as well as scientific autonomy. Therefore, universities can develop an academic culture for the academic community that functions as an authoritative scientific society and is able to interact to raise the dignity of the Indonesian nation in the international arena. Universities are the frontline in educating the nation's life, by developing science and technology to advance the general welfare and social justice for all Indonesians.

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 Tridharma of Higher Education, and the recording system, as well as financial reporting, in accordance with 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 utilization of facilities and infrastructure consist of the assignment and development of human resources, as well as the preparation of work targets and career paths of 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 Tridharma of Higher Education. 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.

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 processes and community service, (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-reliant means that all human resources produced have a tough personality are 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 vision above consists of 4 (four) missions, such as.

1. Develop a learning system based on local wisdom supported by communication and information technology, as well as an adequate quality guarantee system to produce graduates who are excellent, self-reliant, and culture-oriented, then have high competence and integrity based on the KKNI, demanding local, national and international communities.
2. Developing excellent scientific research and studies as the "spearhead" to

produce high-quality novelty (new finding), beneficial for the development of science and technology, and useful for society development on realizing FIB Unud as a research faculty in accordance with SNDikti, the development of science and technology for the benefit of the society, nation, and the world.

3. Growing and developing quantitatively and qualitatively scientific studies in the form of books, and articles in national, accredited, and international journals.
4. Developing FIB Unud as a flagship service program to increase the credibility of the university in society.

2.4 2019 Performance Agreement

The Faculty of Humanities, Udayana University established a performance agreement in 2019 between the Rector and the Dean of the Faculty of Humanities, Udayana University, it can be seen in the following table.

Table 2.1 Performance Targets FIB Unud 2019

Target	Indicator	Target 2019
(1)	(2)	(3)
1. Improving the quality of learning and student	1.1. Number of Entrepreneurial Students	19 Students
	1.2. Percentage of Graduates who Certified in Competence and Profession	- %
	1.3. Percentage of Accredited 'A' of Study Programs	91.67 %
	1.4. Number of Outstanding Students	61 Students
	1.5. Percentage of Graduates Who Get Work Directly	84 %
2. Improving the institutional quality of Udayana University	2.1. Ranking in National University	
	2.2. Institutional Accreditation	
	2.3. Number of Science and Technology Centers	- Work unit
3. Increasing the quality and quantity of Udayana University resources	3.1. Percentage of Doctoral Qualified Lecturers	45.77 %
	3.2. Percentage of Lecturers with the Position of Head Lector	43.66 %
	3.3. Percentage of Lecturers with Professorship	14.79 %
4. Increasing relevancy and productivity of research, service, and technology	4.1. Number of International Publications	107 Titles
	4.2. Number of Registered Intellectual Property	18 Products
	4.3. Number of Research and Development/R & D)	3 Products
	4.4. Number of Industrial Prototypes	0 Product
	4.5. Number of Scientific Work Citation	2715 Citations
	4.6. Number of Reputable Journals with Nationally Indexed	4 Journals
	4.7. Number of Reputable Journals with Global Indexed	0 Jurnal
5. Strengthening innovation capacity	5.1. Number of Innovation Products	1 Product
6. The realization of good governance and service quality in accordance with BLU principles	6.1. Opinion on the Assessment of Financial Statements by Public Auditors	
	6.2. Percentage of Follow-up Quantity of BPK Findings	
	6.3. Percentage of Follow-up in Rupiah Value of BPK Findings	
7. Strengthening National / International Competitiveness	7.1. The Percentage of Lecturer Recognition	5 %
	7.2. Percentage of courses with Distance Education System (Sistem Pendidikan Jarak Jauh/PJJ) and also implements blended learning)	5 %

	7.3. Number of internationally accredited study programs	1 Study Program
Target	Indicator	Target 2019
(1)	(2)	(3)
	7.4. Number of International Research collaborations with the cost of Non-PNBP Unud	1 Activity
	7.5. Percentage of graduates on time	50 %
	7.6. Number of international community service	0 Activity
	7.7. Percentage of receiving PNBP outside UKT	15 %

Tabel 2.2 Program dan Anggaran

APB N Code	Work Unit / Output	Budget Ceiling
400969	Udayana University	Rp 6.055.931.000
1	Faculty of Humanities	
5742	Improving The Service of Tri Dharma Perguruan Tinggi	Rp 6.055.931.000
001	Education Service	Rp 2.114.904.675
002	Researches	Rp 1.568.954.000
003	Community Service	Rp 75.731.500
004	Facilities/Infrastructure of Learning Support	Rp 721.968.820
005	Facilities/Infrastructure of Office Support	Rp 310.774.128

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, it is explained in a detailed implementation plan and used as material for evaluating performance progress which is carried out quarterly, referring to SIMONEV prepared by the Ministry of Research, Technology and Higher Education. Unud uses SIAKU (Financial System) online (intranet) which is also a monitoring and evaluation system in the context of monitoring and evaluating program performance, the realization of physical achievements and work unit budgets.

3.2 *Performance Measurement*

The performance agreement that has been set at the beginning of the year is carried out 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, performance measurement is carried out.

In measuring performance, the level of performance achievement is calculated by comparing the performance targets that have been set with their realization so that the percentage of achievement in each of the main performance indicators is obtained. By knowing the performance achievements, it can be analyzed the factors causing success and failure, which can then be mapped the shortcomings and weaknesses of the realization and activity plans, and then a strategy is set to improve performance in the future.

3.3 *Achievement of Key Performance Indicators (IKU)*

The formulation of the main performance indicators compiled is to measure the achievement of the main tasks and functions of FIB Unud as a higher education institution. The KPI is prepared based on the 2015-2019 FIB Unud Strategic Plan and the 2015-2019 Ministry of Research, Technology and Higher Education Strategic Plan. The determination of the KPI is based on the target of achieving the General Goals of the FIB Unud Strategic Plan, namely Autonomy and organizational health in 2019, Achievement of Excellent institutional accreditation in 2019, and the Creation of a World Class University (WCU) in 2027. The strategy is directed at achieving the goal of implementing the components of the higher education system at Udayana University, namely education, research, community service, governance, infrastructure, and cooperation with various parties. FIB Unud KPI achievements in 2019 are presented in a table that has adjusted to the latest reporting form as follows:

Table 3.1 Data on Performance Achievements in 2019

Target (1)	Indicator (2)	Target (3)	Objective (4)	Unit (5)	Description (6)
1. Improved learning quality and students affairs	1.1. Number of entrepreneurial students	19	20	Student (s)	Achieved
	1.2. Percentages of graduates' competency certificates and profession	-	-	%	
	1.3. Percentage of A accredited study programs	91.67	75	%	Not Achieved
	1.4. Numbers of outstanding students	61	13	Student (s)	Not Achieved
	1.5. Percentage of college graduates who get work directly	84	25.11	%	Not Achieved
2. Improve the quality of the institutional of Udayana University	2.1. National PT 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 resource	3.1. Percentage of Doctoral qualified lecturers	45.77	46.81	%	Achieved
	3.2. Percentage of lectures with Head of Lector	43.66	43.97	%	Achieved
	3.3. Percentage of lectures with a professorship	14.79	14.18	%	Not Achieved
4. Increase relevance and productivity through study, devotion and technology	4.1. Number of International publications	107	113	Titles	Achieved
	4.2. Total registered wealth of intellectual	18	36	Product (s)	Achieved
	4.3. Number of prototypes research and development (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 reputable journals nationally indexed	4	5	Journal (s)	Achieved
	4.7. Number of reputable journals globally indexed	0	-	Journal (s)	
5. Strengthening capacity innovation	5.1. Number of innovative product	1	-	Product	Not Achieved
Target	Indicator	Target	Objective	Unit	Description
(1)	(2)	(3)	(4)	(5)	(6)
6. Realization of good governance and excellent service quality in accordance with BLU principles	6.1. Rating opinion for financial reports by public auditors				
	6.2. Quantitative percentage to follow-up BPK findings				
	6.3. Percentage of follow-up the rupiah of BPK findings				
7. Strengthening National / International Competitiveness	7.1. Lecturer recognition percentage	5	36.17	%	Achieved
	7.2. Percentage of courses with Distance Education System/PJJ (which implements blended learning)	5	1.96	%	Not Achieved
	7.3. Number of study programs that are International Accredited	1	-	Study Program	Not Achieved
	7.4. Number of International Research collaborations with Non-PNBP costs Unud	1	1	Activity	Achieved
	7.5. Percentage of graduates on time	50	59.78	%	Achieved
	7.6. Number of international community service	0	-	Activity	
	7.7. Percentage of PNBP income outside UKT	15	27.1	%	Achieved

3.4 The Description of Achievement

In the IKU achievements that have been shown in Table 3.1, we can see where most of the targets that have been set for 2019 have been reached. The next step is to analyze the causes of success/failure of each indicator which is described as follows.

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

a. 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.

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. In addition, it also provides entrepreneurial community opportunities for students at FCS Unud.

Table 3.2 Data Table of Entrepreneurial Students

NO	NAME OF BUSINESS	NAME OF THE STUDENT	STUDY PROGRAM	STUDENT'S ID NUMBER (NIM)
1	BALIPRECIOUSSTUFF	Devita Candra Amrita	Anthropology	1801571024
2	Hijapan	Gitsali Hanum	Japanese Literature	1701581007
3	Belong Bali	I Dewa Ayu Widya Utami	Balinese Literature	1701521008
4	Jaya Undagi	I Wayan Degus Jaya	Ancient Javanese Literature	1601531009
5	Ghostbutter Graphic	Ida Ayu Leony Pratiwi	English Literature	1801541049
6	Pure Mask For Beauty	Ni Made Krisna Dewi	English Literature	1801541047
7	Nastar Ratu Cookies	Ni Putu Krisni Febrianty	English Literature	1801541027
8	Warung 789	Ni Putu Yumita Arie Puteri	English Literature	1801541011
9	Risa Cemal Cemil	Risa Yuliandri	History	1601561001
10	Acimemashite	Tessa Arta Paramitha	Archaeology	1801554044
11	Nirvana Henna Bali	Putu Vicky Nadenka Shintabella	English Literature	1601541052
12	Maruhur Project	I Gede Yudha Parameswara	Archaeology	1801551027

13	Enjoy The Food	Rani Angreini	History	1601561003
14	Onigiri Dayo	Made Cindy Candra Sari	Japanese Literature	1601581009
15	Man Portrait Painting	I Gede Padma Pradipa Wijaya	English Literature	1801541016
16	Arkeologi Store	Giri Purnomo	Archaeology	1701551018
17	Oreederoo	Fheby Christyanti	History	1801561009
18	Sans's Basic T-shirt	San San	Japanese Literature	1801581009
19	Rendang Lokan Salero minang	Angghina Haifa Aliyah	Japanese Literature	1801581019
20	Oto Boutique	Ni Made Odi Oktavianti	History	1701561037

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 20 people, but the final result is 44 people, which can be concluded that they have succeeded in achieving the desired target.

b. Percentage of Competency and Professional Certified Graduates

Competition and professional certified graduates are indicators to measure the number of university graduates who pass the Competency and Professional Test organized by the national committee established by the Ministry of Research, Technology and Higher Education, professional organizations and accredited certification bodies in accordance with the applicable laws and regulations.

In this indicator, FIB Unud does not set a target. This is because FIB Unud does not organize competency and professional programs, so it does not have students with these certificates.

c. Percentage of A. Accredited Study Programs

The percentage of study programs accredited A is used to record study programs that already have an A (Excellent) certification based on the quality standards set by BAN-PT and other independent accreditation institutions according to the National Higher Education Standards. In the process to improve quality at FIB Unud, various efforts have been carried out by all parties, starting from the process of compiling study programs, mentoring from UPMF FIB Unud, mentoring from LP3M to mentoring by the Dean of FIB Unud in the Visitation process by assessors. So, after all these efforts, the

following data were obtained:

Table 3.3 Accreditation Data of the FIB Study Program Unud

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

From this data, it can be seen that all FIB Unud Study Programs have all had accreditation, with 9 study programs with A accreditation, then 3 study programs with B accreditation (1 study program is currently still in the re-accreditation process). so it can be concluded that the overall percentage of study programs at FIB Unud reached 75%, where these results have not reached the specified target of 91.67%.

d. Number of Outstanding Students

Outstanding students are data that records the achievements of students at the National and International levels. Where the activities carried out can be in the form of competitions/championships/contests/competitions/recognition in the fields of reasoning, creativity, interests, talents and organization.

In an effort to increase the number of students who have good achievements at the national or international level, FIB Unud has tried to do several things. One of them is assistance in the form of training through UKM which guides

students according to their interests, besides that there is also guidance in making good PKM carried out by lecturers from FIB Unud, then there is also assistance in the form of travel accommodation to get to the location of the activity. Then the data obtained as follows:

Table 3.4 Student Achievement Data

Achievement	Name of Activity	Student's ID Number (NIM)	Student Name	Study Program
1st Place	Indonesia Culture and Nationalism	1601541026	Ni Kadek Ayu Silviani	English Literature
2nd Place	Festival Arkeologi #4	1801551024	Mochammad Ferry F	Archaeology
2nd Place	Festival Arkeologi #4	1701551019	Mochammad Satok Yusuf	Archaeology
1st Place	Lomba Cerdas Cermat	1601531012	Pande Putu Adhi Jaya Prawira	Ancient Javanese Literature
1st Place	argUMent Debating Championship	1701541117	Silvia Christina	English Literature
2nd Place	argUMent Debating Championship	1701541118	Silvia Christina	English Literature
3rd Place	argUMent Debating Championship	1801541114	Evellyn Graciella Wardhana	English Literature
3rd Place	Lomba Nembang Macepat	1601531006	Komang Uchi Seni Purnama	Ancient Javanese Literature
1st Place	Lomba National Business Plan Competition	1801541022	Ni Kadek Dwi Rahayu	English Literature
3rd Place	pencak silat kota pahlawan	1801581034	Fitra Maulana Danur Rohmansyah	Japanese Literature

Achieve	Nama Kegiatan	NIM	Nama Peserta	Prodi
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ment				
1st Place	International Open Tournament pencak silat bali international championship I	1801571033	Qonitah Widigda Siwi	Anthropology
3rd Place	International Open Tournament pencak silat bali international championship I	1801581034	Fitra Maulana Danur Rohmansyah	Japanese Literature
2nd Place	argUMent Debating Championship	1801541054	Tasya Pratama	English Literature

From the data above, it can be seen that the number of students at FIB Unud tends to be better in the field of science compared to the number of achievements in the field of sports. However, achievements in the field of science are still at the national level, not reaching the international level. Where later for achievements in 2020 students will also be supported to penetrate the international level in the field of science. Overall, the number of outstanding students has not reached the set target of 61 people, then the number of 13 students has been reached.

e. Percentage of Graduates Who Directly Work in Their Fields

Graduates who directly work according to their fields are data on graduates who get a job in the field of expertise with a waiting period of less than one year.

Where FIB Unud has carried out a Tracer study process on students who have graduated in T-2 (namely graduates in 2017). At that time FIB had carried out student releases 5 times throughout the year, namely the judiciary 120, 121, 122, 123, and 124.

Table 3.5 Data Tracer Study

Study Program	Number of Graduate 2017	Working	Not Working
Indonesian Literature	15	1	-
Ancient Javanese Literature	9	4	-
English Literature	118	39	-
Japanese Literature	26	2	-
Archaeology	21	9	-
History	9	-	-

Anthropology	20	-	-
Balinese Literature	13	3	-
Total	231	58	-

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. The tracer process which will be carried out in 2019 is expected to increase the number of participants and can give a better description of the condition of graduates.

2. Target #2 Improving the Institutional Quality of Udayana University

a. National PT Ranking

National PT Ranking is the ranking of universities in national ranking carried out by the Ministry of Research, Technology and Higher Education. This indicator is the joint responsibility of each faculty together with Udayana University.

b. Institutional Accreditation

Higher Education Accreditation is an assessment activity to determine eligibility for Higher Education or is a form of recognition of an educational institution that guarantees minimum standards therefore that graduates meet the qualifications to continue higher education or enter specialization education, or be able to carry out professional practice. This indicator is the joint responsibility of each faculty together with Udayana University.

c. Number of *Pusat Unggulan Iptek* (PUI)

The Center of Excellence for Science and Technology (PUI) is a research and development institution, both independent and in collaboration with other institutions (consortiums) that carry out international research activities in specific fields in a multi and interdisciplinary manner with a very high standard of results and relevant to the needs of knowledge users, technology and product innovation.

This indicator also does not set a target, because, at this moment, there are still no units at FIB Unud that can enter the category of Center for Excellence in Science and Technology.

3. Target #3 Improving the Quality and Quantity of Udayana University Resources

a. Percentage of Doctoral Qualified Lecturers

Doctoral-qualified lecturers are lecturers who have doctoral qualifications at the end of the current year. Where lecturers with doctoral qualifications are a benchmark (benchmarking) on the ability of higher education institutions in developing science and technology as well as implementing the Tri Dharma Perguruan Tinggi. To increase the number of lecturers who have doctoral qualifications, several efforts have been made to support more lecturers at FIB Unud who complete doctoral education. With these various efforts, the following data were obtained:

Table 3.6 Doctoral Lecturer Data of FIB Unud

Study Program	Doct oral	Perman ent
Indonesian Literature	16	23
Ancient Javanese Literature	5	10
English Literature	17	40
Japanese Literature	3	15
Archaeology	4	12
History	7	13
Anthropology	9	16
Balinese Literature	5	12
Total	66	141

From this data, 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 45.77%.

b. Percentage of Lecturers with Associate Professor Position

Lecturers with the position of Associate Professor are lecturers who have the academic position of Associate Professor until the end of the current year. Where obtained the following data:

Table 3.7 Number of the Head of Lector Lecture FIB Unud Data

Study Program	Head of Lector	Permanent
Indonesian Literature	12	23
Ancient Javanese Literature	7	10
English Literature	13	40
Japanese Literature	0	15
Archaeology	4	12
History	6	13
Anthropology	11	16
Balinese Literature	9	12
Total	62	141

From this data, it can be seen that there are still study programs that do not have lecturers who have a position as Associate Professors. so in the future, we will try to increase the number of lecturers with the position of Associate Professor. However, overall from this data, the percentage of lecturers with the position of Associate Professor at FIB Unud can be obtained at 43.97%. Where this has exceeded the set target of 43.66%.

c. Percentage of Lecturers With Professorship Positions

Lecturers with the position of Professor are lecturers who have the academic position of Professor at the end of the current year. Where the following data is obtained:

Table 3.8 Data of Lecturers with Positions Professor

Study Program	Professor	Permanent
Indonesian Literature	8	23
Ancient Javanese Literature	2	10
English Literature	7	40

Japanese Literature	0	15
Archaeology	1	12
History	1	13
Anthropology	1	16
Balinese Literature	0	12
Total	20	141

From this data, it can be seen that the number of lecturers with the position of Professor at FIB Unud is still small, and in the future FIB Unud will try to increase the number of lecturers with the position of Professor. From this data, the percentage of lecturers with professorships can also be obtained at 14.18%. Where this is still insufficient from the predetermined percentage of 14.79%.

4. Target #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 ISBNs. The publication data of each study program is obtained as follows:

Table 3.9 International Publication Data

Study Program	Amount
Indonesian Literature	17
Ancient Javanese Literature	5
English Literature	55
Japanese Literature	5
Archaeology	10
History	9
Anthropology	5
Balinese Literature	3
Master of Linguistics	2
Doctoral of Linguistics	-
Master of Cultural Studies	-
Doctoral of Cultural Studies	2
Total	114

From these data, it could be viewed that the English Literature Study Program contributes the most to international publication. The publications are in the form of journals and proceedings. So it could be concluded that the International Publication of FIB Unud reaches 113 works, and the amount has exceeded the target of 107 publications.

b. The number of Registered Intellectual property rights

Registered Intellectual property rights are the rights that are yielded from intellectual ability thinking or thought producing a certain product or useful process for humans kinds. They are in the forms of Patents, Copyright, Brand, Varieties Plants, Secret Trade, Industrial Design and Layout Integrated Design Circuit. The data on Registered Intellectual property rights are as follows.

Table 3.10 Asset Data Riches Intellectual

No	Title of Article	HAKI Number	Study Program
1	Kamus Tanaman Obat Dalam Lontar Usada Taru Pramana	000131066	English Literature
2	Introduction Of English Morphology	000112200	English Literature
3	Fonologi Bahasa Jawa Kuno	000134551	Ancient Javanese Literature
4	Kajian Sastra Panji Dalam Seni Pertunjukan Bali "Gambuh"	000138110	Ancient Javanese Literature
5	Tantri Kamandaka Sebagai Sumber Ekonomi Kreatif	000134697	Ancient Javanese Literature
6	Lontar Tegesing Sarwa Bebanten Memahami dan Menyimak Makna Banten	000138109	Ancient Javanese Literature

No	Title of Article	HAKI Number	Study Program
7	Telaah Sastra Kekawin	000134508	Ancient Javanese Literature
8	DVD Digitalisasi Lontar Usada Taru Pramana	000104850	Balinese Literature
9	DVD Digitalisasi Lontar Babad Tabanan	000109202	Balinese Literature
10	DVD Digitalisasi Lontar Rangsang Pelog	000109297	Balinese

			Literature
11	DVD Digitalisasi Lontar Kaki TWA (B)	000109240	Balinese Literature
12	DVD Digitalisasi Lontar Sarining Brata	000109310	Balinese Literature
13	DVD Digitalisasi Lontar Gambaran Dampati Lelangon	000109315	Balinese Literature
14	DVD Digitalisasi Lontar Dharma Usada Miwah Sasah Babahi	000110560	Balinese Literature
15	DVD Digitalisasi Lontar Ngantep Barong	000110360	Balinese Literature
16	DVD Digitalisasi Lontar Agama Tirta	000110557	Balinese Literature
17	DVD Digitalisasi Lontar Babad Gajah Mada	000110656	Balinese Literature
18	Pupulan Puisi Sangslah Kelangan Somah	000111679	Balinese Literature
19	Crita Manyrita Sajeroning Kasusastraan Bali Purwa	000140543	Balinese Literature
20	Pantaraning Bali Wacana-wacana Kritis Indik Budaya Bali	00040535	Balinese Literature
21	Doben	000136094	Indonesian Literature
22	Wijaya Kusuma Dari Kamar Nomor Tiga	000136095	Indonesian Literature
23	Suara Samudra Catatan Dari Lamalera	000136096	Indonesian Literature
24	Pengantar Linguistik Umum	000134369	Indonesian Literature
25	Aci Sasih Ketiga dan Masabatan Biau di Desa Adat Tenganan Dauh Tukad	000112672	Archaeology
26	Memahami Klausa dan Kalimat Teks Bahasa Jawa Kuna	000122629	Ancient Javanese Literature
27	Sadhi Dalam Bahasa Jawa Kuna: Suatu Pendekatan Teori Mutakhir	000129718	Ancient Javanese Literature

28	Optimalisasi Leksikal Teks Tutur Dalam Karya Sastra Tradisional : Revitalitas Kearifan Lokal Bali	000129721	Ancient Javanese Literature
29	Buku Pedoman Standar Konservasi Lontar	000122394	Balinese Literature
30	Tradisi Lisan Bakayat Artikulasi Nilai Religius dan Wacana Sosial Masyarakat Sasak di Lombok	05836	Indonesian Literature
31	Meniti Kehidupan Berguru dari Pengalaman dan Riwayat Leluhur Pande di Bali	000140393	Ancient Javanese Literature
32	Morfosintaksis Bahasa Bali Dialek Sembiran Analisis Teori Tatabahasa Peran dan Acuan	064033	English Literature
33	Deskripsi Buku Tipologi Linguistik Konsep Dasar dan Aplikasinya	000140650	English Literature
34	Bahasa Akademik Untuk Perguruan Tinggi	000155581	Indonesian Literature

No	Title of Article	HAKI Number	Study Program
35	Fonologi Kajian Generatif Bunyi Leksikal dan Posleksikal Bahasa Melayu Bali	000154729	Indonesian Literature
36	The Names of Tourism Sites in Nusa Penida : From Ethno-linguistic-history to ecotourism	000159596	English Literature

From these data, it can be seen that the number of works that have obtained active IPR certificates (range 10 years) mostly come from the works of lecturers in the Balinese Literature Study Program, through the digitized works of lontar. So in general it can be concluded that there are 36 works of Intellectual Property at FIB Unud, of which the number has exceeded the target of 18 works.

c. Number of R&D Prototypes

An R&D prototype is an initial form (example) or standard measure of basic research (technological readiness level 1 to 3) or applied research (technology applicability level 4 to 6). For this indicator, FIB Unud gets a target of 3 prototypes.

Table 3.11 Number of Research and Development Prototypes (R & D)

No	Lecture	Title of Research	Amount of TKT	Study Program
1	I Made Netra	Visualisasi Digital Animatif praktik budaya Bali sebagai upaya peningkatan produk inovasi dan industri kreatif masyarakat Bali	7	English Literature

From these data, it can be seen that the number of works of lecturers who have been categorized as R & D prototypes, to date amounted to 1 work. So in general it can be concluded that the number of R & D prototypes at FIB Unud is 1 prototype, and this number has not reached the target of 3 prototypes.

d. Number of Industrial Prototypes

An industrial prototype is a prototype form which is the result of technological development that has passed the test on the actual environmental system (technology readiness level 7). Whereas FIB Unud has not targeted 2019.

e. Number of Scientific Work Citation

Citation is a scientific work that is cited as a reference/source by other writers or researchers. Data of citation is indicated in google scholar. Based on the data, 3309 citations are obtained from the lecturers of the Faculty of Humanities at Udayana University. The number of citations has outnumbered the target of 2715 citations. It can be concluded that the lecturers' scientific works at the Faculty of Humanities are qualified to be used as a reference in scientific papers by other writers.

f. Number of Journals with Reputable National Index

Reputable journals with national index are scientific journals accredited by the Minister of Research, Technology and Higher Education and indexed by the Science Technology Index (SINTA). The data are as follows :

Table 3.12 Reputable Journals National Indexed

No	Name of Journal	Study Program
1	Lingual Journal of Language and Culture	English Literature
2	E-Journal Of Linguistik	Doctoral of Linguistics
3	Jurnal Humanis	Anthropology
4	E-Journal of Cultural Studies	Doctoral of Linguistics
5	Linguistika: Buletin Ilmiah Program Magister Linguistik Universitas Udayana	Doctoral of Linguistics

The data revealed that for this indicator the Faculty of Humanities has reached the target of four national journals and currently has five national reputable journals. With the data, the Faculty of Humanities has met the average standard of the national journals.

g. Number of Reputable Journals with Global Index

Reputable journals with Global Index are scientific journals accredited by the Minister of Research, Technology and Higher Education and indexed by Scopus and/or Web of Science as the highly reputable index Journal. For this indicator, the Faculty of Humanities of Udayana University had not yet set a target for 2019.

5. Target #5 Strengthening Innovation Capacity

a. Number of Innovation Products

Product innovation is the output of research, development, investigation, application, and/or reconstruction by the institution/the Research Development Unit or by the university, which brings the novelty applicable and beneficial commercially, economically and or socio-culturally. For this indicator, the Faculty of Humanities of Udayana University has reached one target of a scientific paper. However, FIB Udayana University had not yet set the target of innovative products until the end of 2019.

6. Target #6 Realizing Good Governance as well as Excellent Service Quality in line with BLU Principles

a. Financial Statement Opinion by Public Auditor

Financial Statement Opinion is issued by the Public Accounting office. The indicator is the result of a financial investigation by a public accountant. It is under the responsibility of each faculty and Udayana University.

b. Financial Statement Opinion by Public Auditor

Financial Statement Opinion is issued by the Public Accounting office. The indicator is the result of a financial investigation by a public accountant. It is under the responsibility of each faculty and Udayana University.

c. Financial Statement Opinion by Public Auditor

Financial Statement Opinion is issued by the Public Accounting office. The indicator is the result of a financial investigation by a public accountant. It is under the responsibility of each faculty and Udayana University.

7. Target #7 Strengthening National and International Competitiveness

a. Percentage of Lecturer Recognition

Lecturer recognition is the lecturer who is performing other activities beyond their main tasks as the lecturer at the Faculty of Humanities of Udayana University. For instance, the lecturer conducts a visiting professor, a keynote speaker/invited speaker, an expert staff in a national/international institution, and a reviewer in national/international journals. The data are as follows.

Table 3.13 Data of Recognition Lecturers

Types	Amount
Visiting professor	5
Keynote Speaker	18
Invited Speaker	17
The expert staff of National / Internasional Institutions	0
Reviewer in National / International Journal	11

total	51
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Based on these data. FIB Unud Obtained a target of 5% of the number of lecturers carrying out recognition, and by the end of 2019 had carried out 51 recognition activities (36.17%). So it can be concluded that the recognition percentage of FIB Unud lecturers has been achieved.

- b. Percentage of Courses with Distance Education System / PJJ (which implement *blended learning*)

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

Table 3.14 Distance Education Courses

No	Name of Course	Study Program
1	Intensive Reading	English Literature
2	French Usage	English Literature
3	Guided Reading	English Literature
4	History of the English Language	English Literature
5	The Practice of English-Indonesian Translation	English Literature
6	Manusia dan Kebudayaan Indonesia	English Literature
7	Lintas Budaya	Archaeology
8	Shokyuu Hyouki	Japanese Literature
9	MOJI	Japanese Literature
10	Shochuukyuu Hyouki	Japanese Literature
11	Chuukyuu Hyouki	Japanese Literature
12	NIHON BUNGA KU NYUMON	Japanese Literature
13	NIHON SHAKAI (MASYARAKAT JEPANG)	Japanese Literature

Based on this data, FIB Unud obtained a target of 5% of all courses. However, until the end of 2019, only 13 courses have carried out distance education (1.96%). So that for 2020 further efforts will be made to increase this value.

c. Number of internationally accredited study programs

This indicator is the number of study programs that have obtained International accreditation. Where this indicator FIB Unud obtained a target of 1 study program in order to achieve international accreditation. However, until the end of 2019, 1 study program at FIB Unud, namely English literature, is still in the stage of proposing AUN-QA certification.

d. Number of International Research Cooperation with Non-PNBP Unud fees

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

Table 3.15 International Research Cooperation

No	Name of Research	Cooperation with	Study Program
1	Acquisition of Causatives in Balinese	University Of Liverpool	English Literature

Based on this data, FIB Unud obtained a target of 1 research collaboration with international institutions or agencies. where until the end of 2019 there was 1 collaboration with agencies from abroad. So for this indicator, it can be concluded that FIB Unud has achieved the target set.

e. Percentage of on-time graduates

This indicator is a comparison Between the number of graduates in 2019 and graduates on time. Where the graduates for S1 students of the class of 2015, for S2 students of the class of 2017, and S3 students of the class of 2016. So that the following data is obtained:

Table 3.16 Graduate On-Time Data of 2019

Study Program	Number of 2019 Graduate	Number of Graduate On-Time
Indonesian Literature	19	15
Ancient Javanese Literature	16	10
English Literature	166	128
Japanese Literature	39	13

Archaeology	19	7
History	10	2
Anthropology	18	13
Balinese Literature	14	10
Master of Linguistics	30	13
Doctoral of Linguistics	19	5
Master of Cultural Studies	11	4
Doctoral of Cultural Studies	7	0
Total	368	220

Based on this data, FIB Unud obtained a target of 50% of all graduates in 2019, namely graduates on time. where until the end of 2019 there were 220 S1, S2 and S3 students who were on-time graduates (59.78 %). So for this indicator, it can be concluded that FIB Unud has achieved the target set.

f. Number of International Community Service

This indicator is the amount of service to the community internationally or service carried out together with institutions or agencies originating from internationally. For this indicator, FIB Unud has not set a target for 2019.

g. Percentage of PNBP admissions outside UKT

This indicator is a comparison between admissions from outside UKT which is compared to admissions coming from UKT. Revenue can be in the form of SPI, business units or cooperation. The following data were obtained:

Table 3.17 Admission Outside UKT

No	Sub Unit	Admission to the UKT	Admission Outside UKT
1	S1 - Indonesian Literature	559.020.000	20.600.000
2	S1 - Ancient Javanese Literature	127.600.000	5.000.000
3	S1 - English Literature	5.304.200.000	1.235.400.000
4	S1 - Japanese Literature	1.432.900.000	282.000.000
5	S1 - Archaeology	764.900.000	135.138.000

6	S1 - History	483.110.000	103.200.000
7	S1 - Anthropology	830.250.000	32.000.000
8	S2 - Linguistics	1.662.000.000	309.000.000
9	S2 - Cultural Studies	558.000.000	82.400.000
10	S3 - Linguistics	1.470.000.000	198.900.000
11	S3 - Cultural Studies	1.291.400.000	45.900.000
12	S1 - Balinese Literature	294.590.000	3.500.000
13	BIPA	0	88.687.075
14	BIPAS	0	1.462.639.234
Total		14.777.970.000	4.004.364.309

Based on this data, FIB Unud obtained a target of 15% of the total receipts from pure UKT. Where until the end of 2019 there were receipts outside the UKT which came from various sources amounting to Rp. 4,004,364,309 (27.1 %) which entered the Rectorate's account. So for this indicator, it can be concluded that FIB Unud has achieved the target set.

CHAPTER IV. CLOSING

The performance achievements of the Faculty of Humanities, Udayana University in 2019 were reported in accordance with their duties and functions as the organizer of the University Three Main Services and referred to the Strategic Plan of FIB Unud 2015-2019. All the advantages and disadvantages reflected in the achievement of key performance indicators have been described in detail.

The target targets set for 2019 have generally been achieved, some have even exceeded them. For indicators that have not been or are not met, 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 Research, Technology and Higher Education and stakeholders.

With the support of the entire community who have a common vision and mission as well as similar perceptions of existing resources, we will continue to improve their performance as accountability in implementing the 2015-2019 FIB Unud Strategic Plan and FIB Unud as the organizer of the University Three Main Services will be able to be carried out properly.