



## ACADEMIC REFORM AND SUSTAINABILITY THROUGH MANAGEMENT OF LECTURER INTEGRITY STRENGTHENING

Elihami

Nonformal Fakultas Keguruan dan Ilmu Pendidikan

Universitas Muhammadiyah Enrekang

[Elihamid72@gmail.com](mailto:Elihamid72@gmail.com).

Article history:	Abstract:
<p><b>Received:</b> 6<sup>th</sup> January 2022 <b>Accepted:</b> 6<sup>th</sup> February 2022 <b>Published:</b> 13<sup>th</sup> March 2022</p>	<p>This study aims to determine the academic reform agenda at Muhammadiyah University in South Sulawesi, Indonesia. This reform agenda is interesting to do because this academic reform has become exemplary agenda followed by other Muhammadiyah universities in Indonesia. Muhammadiyah University in South Sulawesi is an educational institution developing, starting from changing its shape from high school to university. Some are merging or merging high schools into universities. The progress of Muhammadiyah universities that can be a role model, namely the University of Muhammadiyah Makassar, is a university that has long been transformed into a university compared to other PTMs in South Sulawesi so that it can be an indicator of the stagnation or progress of other Muhammadiyah educational institutions in South Sulawesi. Therefore, the academic reforms being investigated have a significant and massive impact on the sustainability of other Muhammadiyah universities in South Sulawesi. This study uses a qualitative type of phenomenology involving 11 informants. This informant is a working lecturer at the university who served between 2010 and 2021, heads of departments, lecturers, and students. Data were collected by participant observation, in-depth interviews, and policy documents. The results suggest that five academic reform agendas consist of internationalization of study programs, accreditation of study programs, integration of management between study programs into faculties, and Independent Learning-Independent Campus and Al-Islam and Kemuhammadiyahan. Reformation became the basis and reference for other Muhammadiyah universities because they opened opportunities for the internationalization of Muhammadiyah universities in South Sulawesi, Indonesia.</p>

**Keywords:** Muhammadiyah, Management, lecturer, integrity

### INTRODUCTION

In the era towards society 5.0 towards education 4.0 in Indonesia continues correct in print knowledgeable, intellectual, and skilled people, however most no balanced with ability must - have attitude owned. State that now this many occur behavior violence in environment education and society, crime sexual, brawl student, socially free, and inclination drugs. The fact this show that attitude or character and morals already start excluded by society

Order evaluation development Islamic Religious Education intake pictures condition Management of Lecturer Integrity Strengthening in Islamic Universities can be formulated in several elements, namely human elements and non-human elements. In the human element as a subject to Lecturers at Islamic Higher Education and leadership at Islamic College and other elements in the surrounding area. As for the non-human elements, namely the objectives, materials, learning media, supporting facilities, and infrastructure, as well as the condition of the surrounding area carried out by lecturers at Islamic Higher Education still in developmental process category going to draft independent learn. Likewise, the target goals and learning outcomes are influenced by several internal and external dimensions in Islamic College. The achievement of indicators in a learning goal is expected to be influenced by the lecturers who are involved from inside and outside could follow draft management In the era towards society 5.0 towards education 4.0. Indicators of achieving a goal and learning outcomes can be assessed from the results of a comprehensive assessment and evaluation process (Fauzi, 2018).

Indicators of the main objectives of education in developing *skills* in increasing the management concept of strengthening the integrity of lecturers in Islamic tertiary institutions can be through various intellectual, emotional, and spiritual sectors. (Veloutsou et al., 2004) . In learning outcomes, it is better to obtain maximum results with the achievement of *multiple intelligences* for reach indicator m management strengthening integrity at lecturers \_ \_ in context learning done \_ lecturer as facilitator (Webb, 1993). All forms of educational models should *impact and*

*outcome* in the development of Science and Technology towards society 5.0. Therefore, the process of independent learning education, which is a contemporary idea as a design for human development in facing the challenges of Industry 4.0 is expected to be a *road map* management of strengthening the integrity of lecturers in Islamic Universities. A number of these problems and challenges require the implementation of lecturer integrity strengthening management in Islamic universities in particular to be a mouthpiece for the rise of integrated knowledge to *improve* the quality and quantity of lecturers. From various existing aspects, one of which is the implementation of education with the concept of independent learning that the government has initiated to improve the management of strengthening the integrity of lecturers in Islamic Universities that are more good (Chapman, 1981).

The complexity of the era of globalization in the management of strengthening the integrity of lecturers in Islamic tertiary institutions has supporting factors. Namely, gender uniformity has become a central issue, the availability of adequate facilities and infrastructure, clear rules in the SOP of each agency, the role model displayed by lecturers in universities. High Islamic and the ability of lecturers to use a variety of contextual learning methods (Price et al., 2003). As for the inhibiting factor, namely, the readiness of lecturers at Islamic universities in designing *lesson plans*, campus activities are very dense with various activities (Veloutsou et al., 2004), *hardcopy and digital* reference books are not yet fully distributed, and teaching aids, especially lecturers not comprehensively complete (Maringe, 2006), the ability of lecturers in the learning process both virtual and online is not evenly distributed, indiscipline in educational institutions (Jackson, 1982). Some parties have not maximized their example as lecturers in Islamic Higher Education. As management evaluation material integrative strengthening, i.e., with The Islamic religious education system should implement the concept of learning that refers to a *curriculum development* that responds to all the challenges of the times, improving quality on campus by taking into account a better *Standard Operating Procedure (SOP)* on a scale International without a miss with local reinforcement (Hossler & Gallagher, 1987).

### **METHOD**

The research applied a qualitative design to investigate the problems of science. The research design is qualitative research of the Influence of Islamic Work Ethic on Lecturer Performance in Muhammadiyah Educational Charities. The fundamental principle is qualitative approaches to analyze of topic about the Islamic Work Ethic and Lecturer Performance in Muhammadiyah Educational Charities.

### **FINDINGS AND DISCUSSION**

The quantitative analysis of research is known as bibliometric analysis articles, mini-reviews, and reviews, among other things. It aids in evaluating authors', journals', institutions', and organizations' production or a country. This aids in identifying national and international networks and decoding the evolution or trend of publications in a given field. The study of the pattern of scientific publications is the primary goal of bibliometrics. It also assists in deciphering patterns, correlations, and relationships in titles, abstracts, and author keywords. Exploration of the growth of a given research area is one of the most critical aspects of bibliometrics. Citations and geographical distribution, among other things, are scrutinized for this purpose. The study of the pattern of scientific publications is the major goal of bibliometrics. It also assists in deciphering patterns, correlations, and relationships in titles, abstracts, and author keywords. Exploration of the growth of a given research area is one of the most important aspects of bibliometrics. Citations and geographical distribution, among other things, are scrutinized for this purpose.

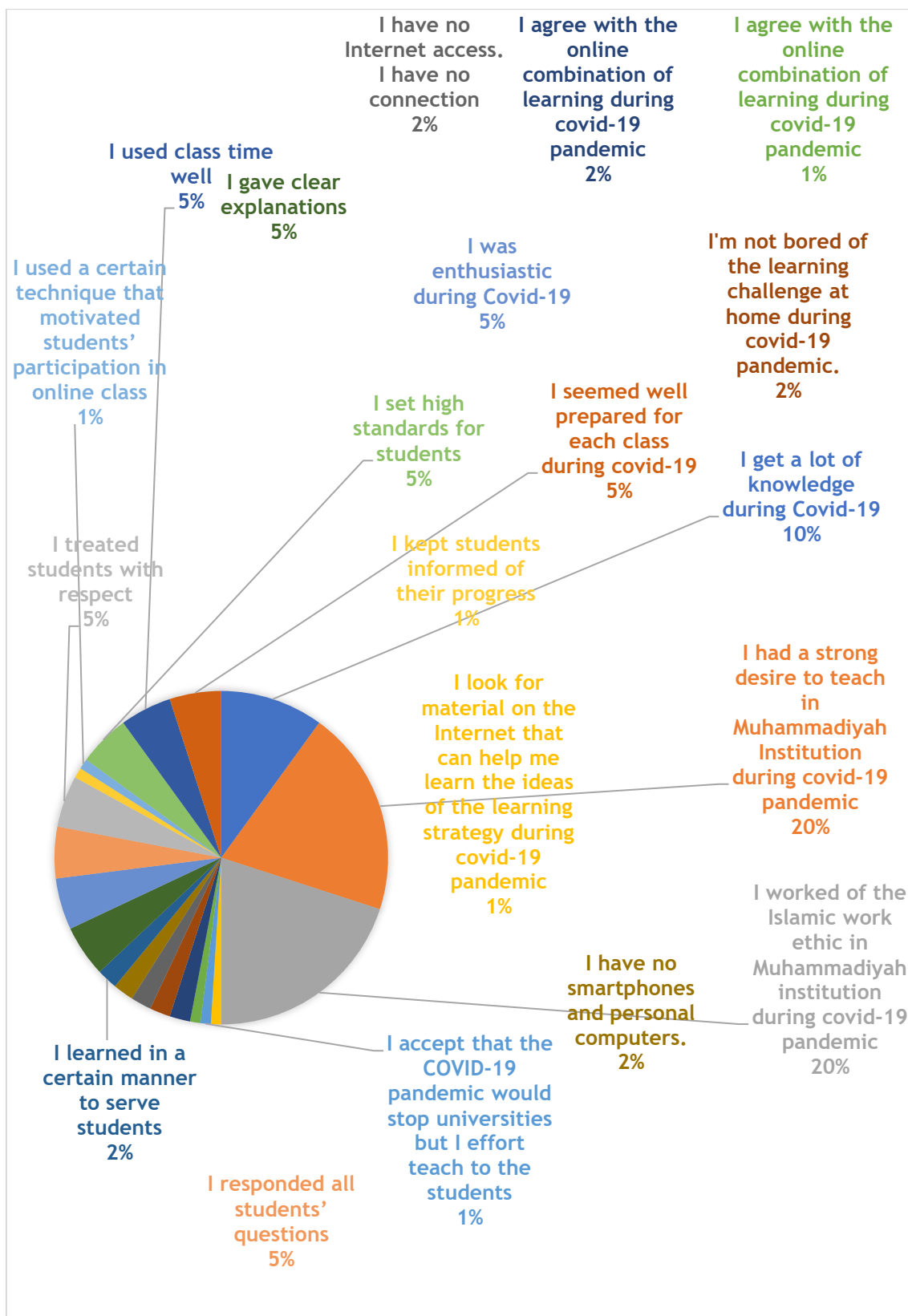


Fig. 2: Analyzing of the perspective's lectures' performance

Lecturers, as members of the educational workforce in colleges, have the responsibility to execute a difficult task since they must enhance their performance in four areas: education and teaching, research, community service, and supporting parts of lecture activities.

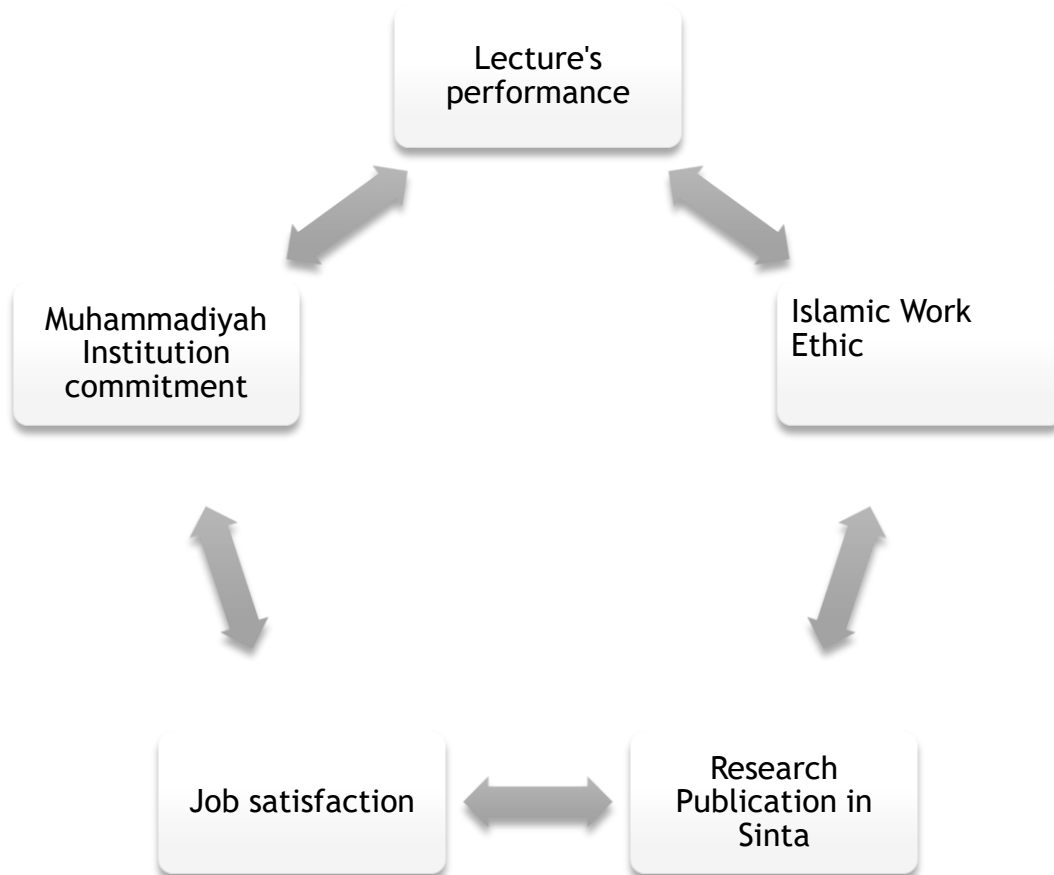
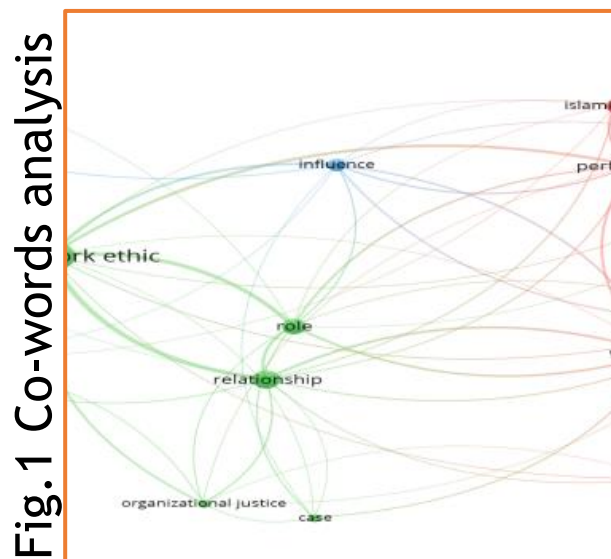


Fig.3 The components of Islamic Work Ethic in Muhammadiyah institutions

The component of of Islamic Work Ethic in Muhammadiyah institutions because they have no other options and are unable to do so at a reasonable cost. Work, according to Islamic work ethics, satisfies man's demands for self-respect and satisfaction. and realization, as well as assisting man in becoming self-sufficient, (Nur Amali Aminnuddin, 2020). Many people want to work rather than go unemployed so that they can be self-sufficient and contribute to society. Employees have a moral need to sustain normative commitment in the workplace, (HE Chanzanagh, M Akbarnejad , 2011). It corresponds to the meaning of commitment in Islamic work ethics, where sticking with an organization is an obligation, and the need to contribute to society motivates job commitment. Employees with strong Islamic work principles are more devoted to their employers, according to the findings, (Rosalia, et.al., 2010). Data collection from Muhammadiyah Institution researchers was carried out by distributing online questionnaires. This questionnaire contains 20 questions according to the number of publications from eleven Muhammadiyah institutions during the covid-19 period. Therefore, the publication important was intended to collect information related to the compliance or obedience of the informants to the three university dharma.

The effects of the Islamic work ethic on intrinsic motivation and organizational commitment are stronger than the impacts on job satisfaction and performance, (K Hayati, I Caniago, 2012). So, the literature on Islamic work ethics is compared to Islamic teachings in this study. Construction of an Islamic Work Ethic is being looked upon, (Hamid Ebadollahi Chanzanagh, Mahdi Akbarnejad, 2011). Work Islamic Ethic influence management and institution practice in order to gain a better grasp of how one of the early twenty-first century's global socio-political tides is now beginning to make itself felt commercially. An interpretivist approach combined with access to a varied and previously inaccessible mix of high-ranking participants (G Forster, J Fenwick, 2015).

The results of VOSviewer section (Islamic Work Ethic) is divided two analyses in the following sections.



Islamic work ethics is an ethical notion founded on Islamic teachings and principles that are based on faith. Meanwhile, employee attachment and behavior toward the organization are linked to organizational commitment. A structural model was developed.

Built to see if Islamic work practices have an impact on organizational commitment (Shahrul Nizam bin Salahudin, et.al., 2015). In organizational deviance, IWE was found to have a negative impact on employee engagement. As a result, this finding has never been established before in the context of change. Several implications and future research directions emerge as a result of these findings (AhmedAl-Shamali, et.al., 2021). Three methods are used by Islamic ethics to adopt ethics in adherence to the faith: providing education through the mosque as an Islamic ethics training center, being good role models, and organizing Islamic ethics training camps (Ammad Mahmood, et.al., 2020). However, only some parents and youths supported these activities, while others encouraged their children to participate in more popular and modern activities. As a result, some young people have violated Islamic ethical principles in the name of faith. The findings can be used to develop guidelines for promoting Islamic ethics and faith observance in new and more engaging ways that better meet the needs of youth, (Kasetchai Laeheem, 2018). The Islamic Work Ethic (IWE) has received a lot of attention recently, especially in the literature on organizational change. The nature of the relationship, however, remains a mystery. Research into the impact of IWE on the features of employees' responses is still in its early stages. To close this gap, this study contributes to knowledge by creating a plausible conceptual model highlighting IWE's influence on employees' responses to change in the form of organizational deviance and commitment to change, (Ahmed Al-Shamali, et.al., 2021).

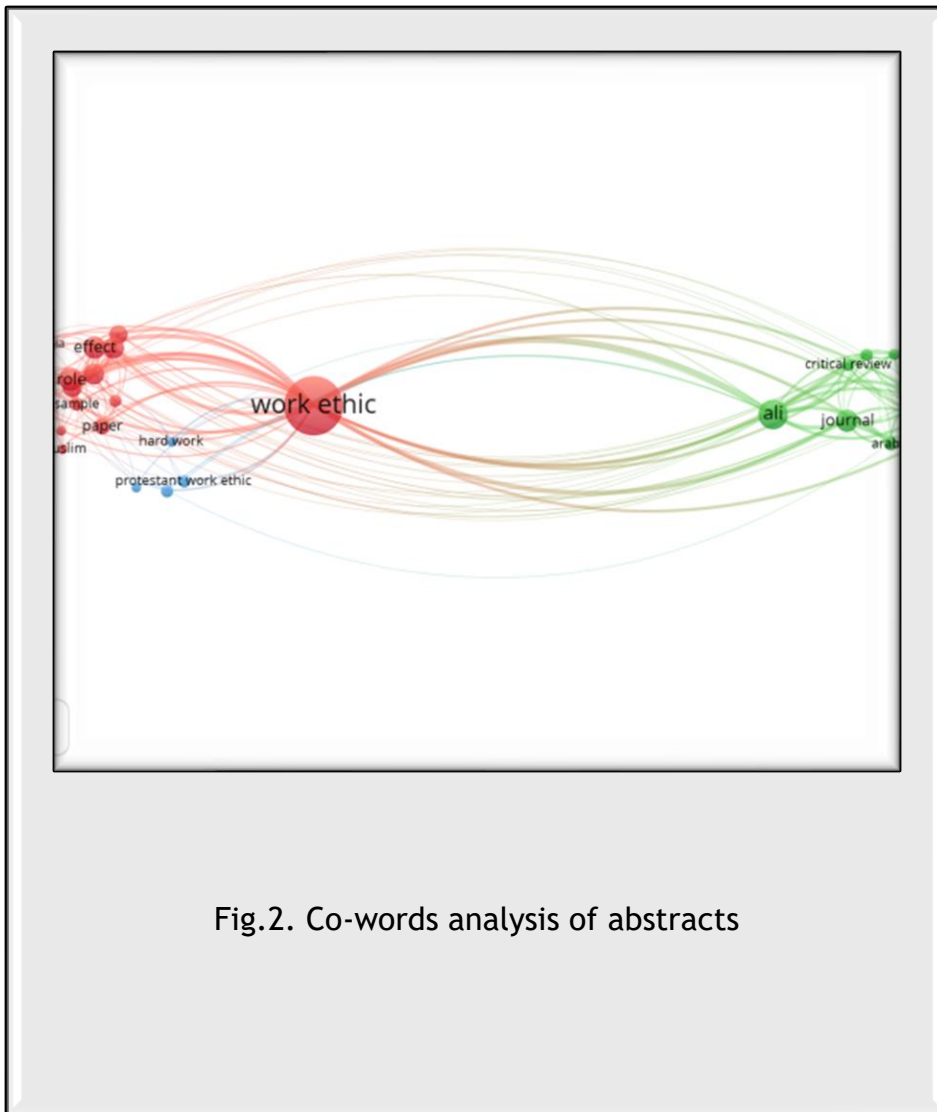


Fig.2. Co-words analysis of abstracts

From 2016 to 2021, Islamic Work Ethic on lecture performance in Muhammadiyah Education Charities in Muhammadiyah institution, South Sulawesi Indonesia has successfully published (1391) documents, total by scopus indexed (454) and total by accreditation sinta indexed (937). For example from 11 Muhammadiyah universities namely the list of per year publications by indexed scopus is presented in Muhammadiyah University of Makassar. The number of documents were published in 2016 (n = 8), in 2017 (n = 8), in 2018 (n = 29), in 2019 (n = 66), followed by 2020 (n = 69) and 2021 until 14<sup>th</sup> June 2021 (n = 8). The number of documents were published in Sinta 1- 6 (n = 402 ).



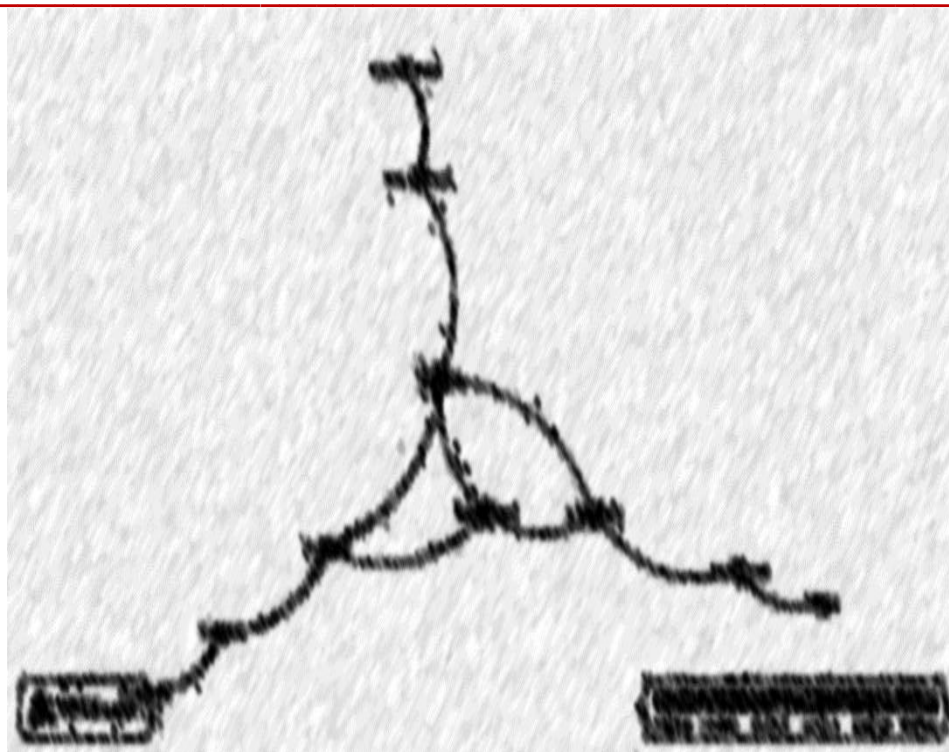


Fig.3. Overlay analysis of authors

There are improved significant the number of publication because it significantly depends on various factors i.e. authors, universities, research interests, submissions, subscriptions, editorial handling, tough decisions, rejections policies or acceptance criteria, reviewers quality and work ethics, etc.

There are data base of Islamic Work Ethic on lecture performance in Muhammadiyah Education Charities in Muhammadiyah institution, South Sulawesi Indonesia as followed:

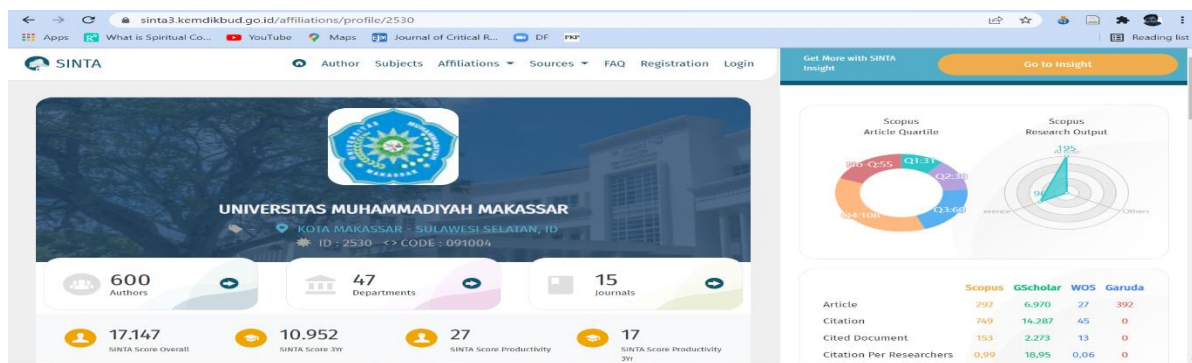


Fig.4. Universitas Muhammadiyah Makassar

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2530>)

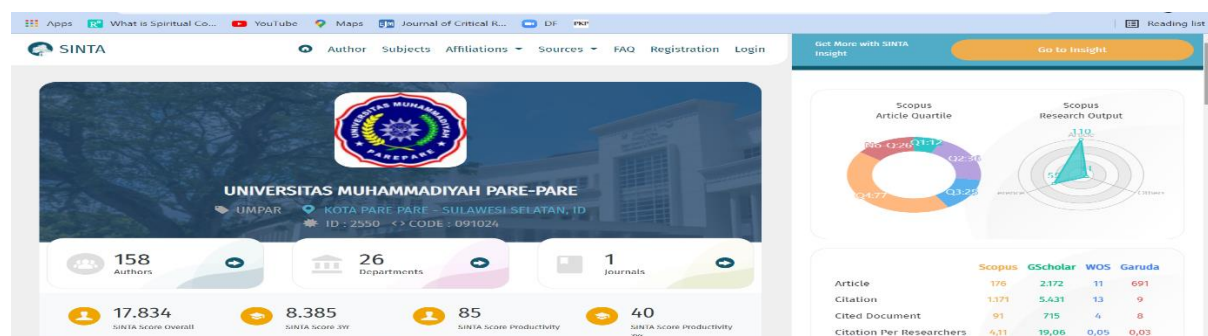


Fig.5. Universitas Muhammadiyah Parepare

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2550>)

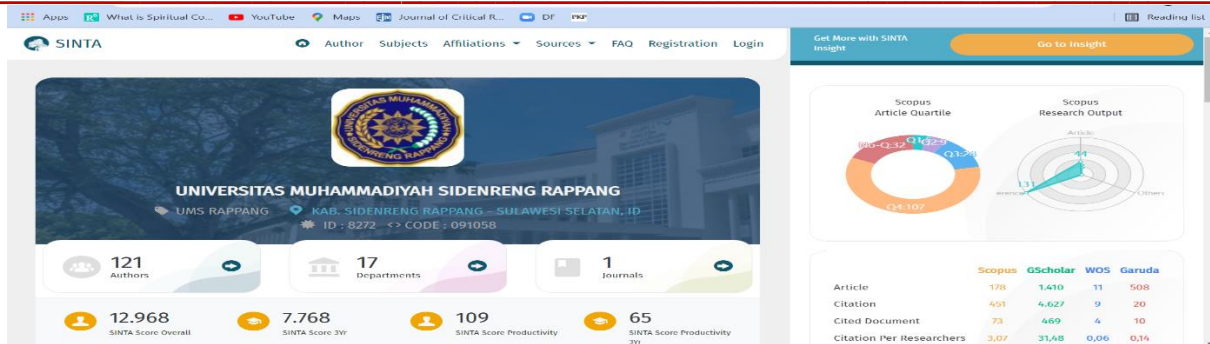


Fig.6. Universitas Muhammadiyah Sidenreng Rappang

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/8272>)

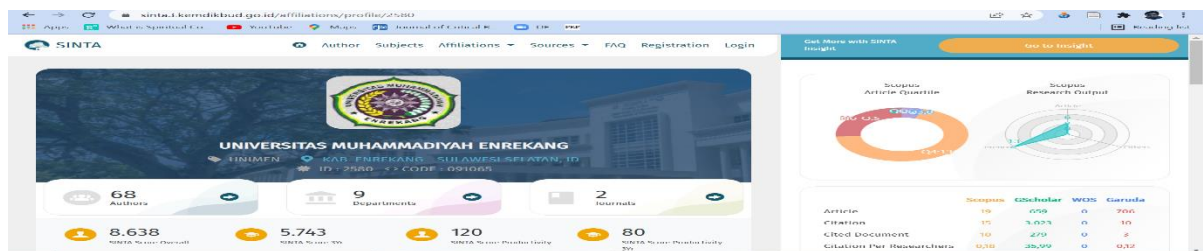


Fig.7. Universitas Muhammadiyah Enrekang

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2580>)



Fig.8. Universitas Muhammadiyah Palopo

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/8271>)

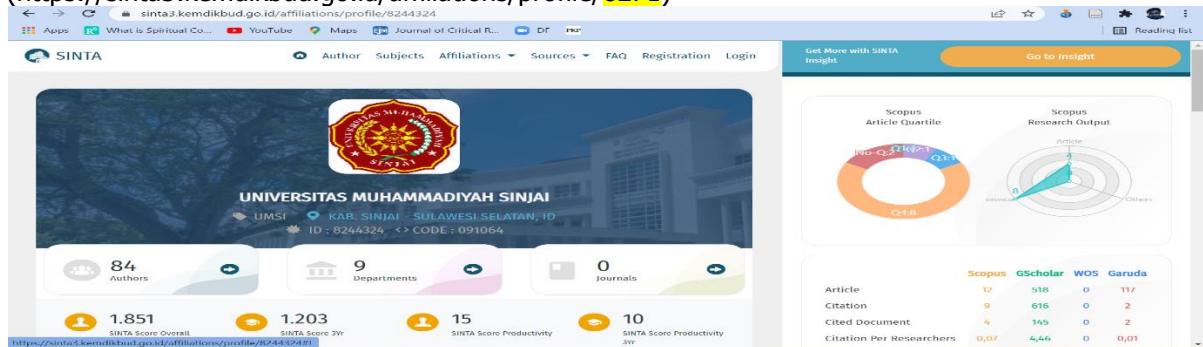


Fig.9. Universitas Muhammadiyah Sinjai

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/8244324>)

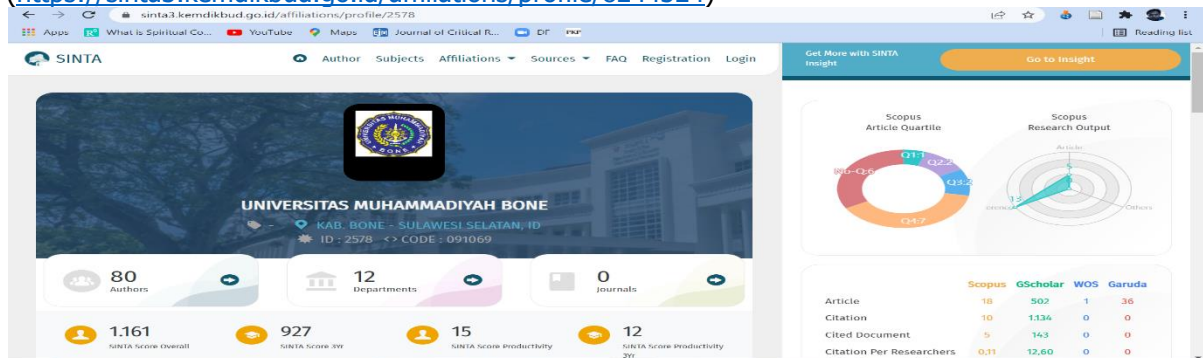


Fig.10. Universitas Muhammadiyah Bone

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2578>)



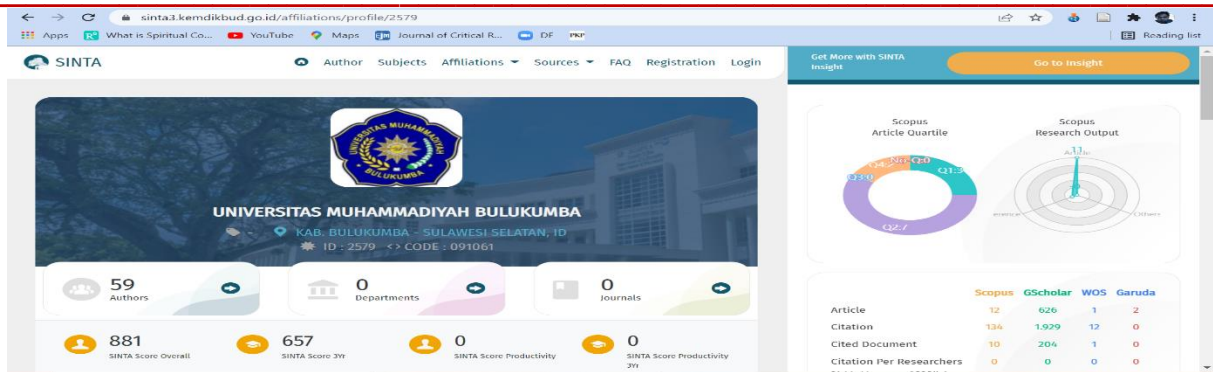


Fig.11. Universitas Muhammadiyah Bulukumba  
Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2579>)

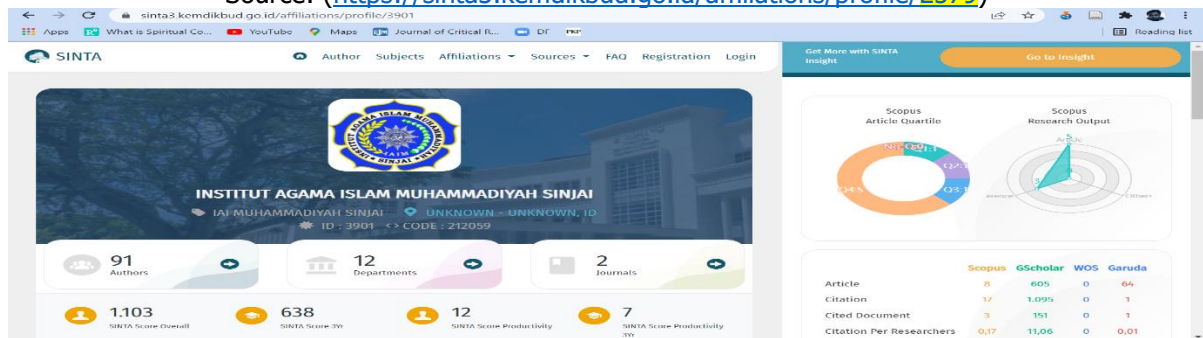


Fig.12. Institut Agama Islam Muhammadiyah Sinjai  
Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/3901>)

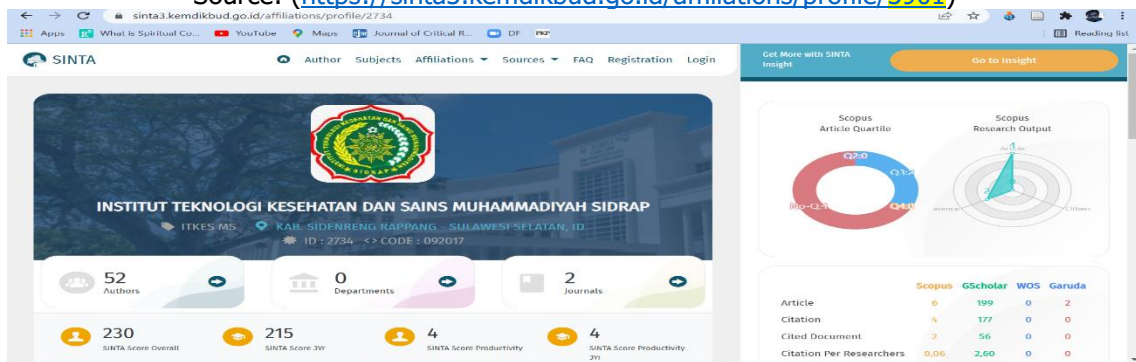


Fig.13. Institut Kesehatan Muhammadiyah Sidrap  
Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2734>)

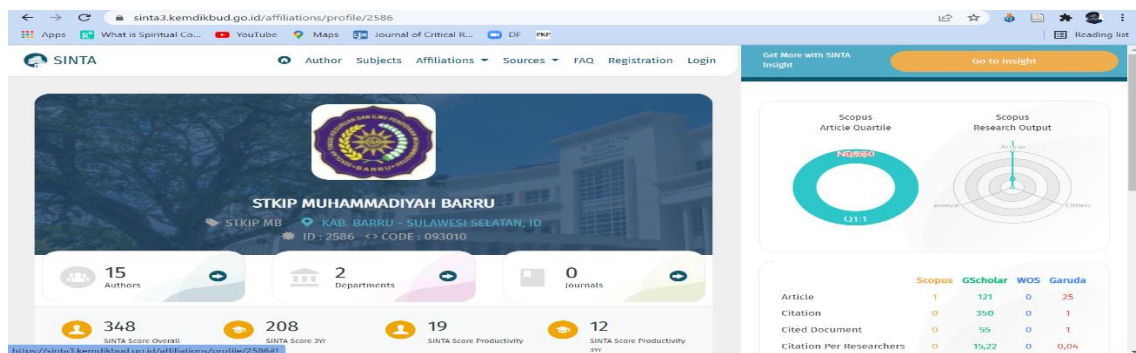


Fig.14. STKIP Muhammadiyah Barru  
Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2586>)

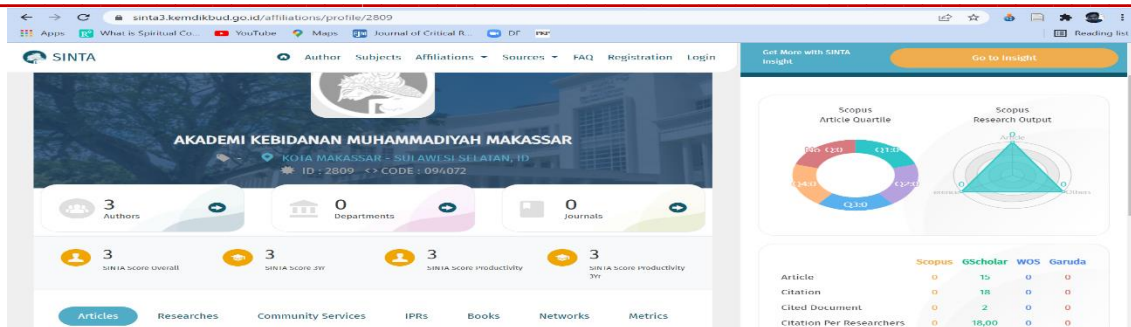


Fig.15. Akademi Kebidanan Muhammadiyah Makassar

Source: (<https://sinta3.kemdikbud.go.id/affiliations/profile/2809>)

Management strengthening integrity quality lecturer in Thing development Human beings in Indonesia continue to progress. In 2019, Indonesia's Human Development Index (HDI) reached 71.92. This figure increased by 0.53 points or grew by 0.74 percent compared to 2018 (Central Statistics Agency (BPS), 2020). As unity draft Among education and development Index Source Power Humans (IPM) become a priority policy government specifically in readiness lecturer at Islamic College.

As for power bid source power man specifically in readiness lecturers in Islamic Universities depend on quality education organized by educational institutions, especially universities as institution facilitating education \_ formation *hard skills* and *soft skills* (Shanka et al., 2006), especially in Islamic Universities. Effort enhancement competence realized government through update curriculum education tall in realizing the IQF (Sumardjoko, 2010). However, many criticism and demands to college high Islamic in increase quality management integrity lecturer who experienced less development \_ max, p the occur due to increasingly complex global demands in the era of industry 4.0 when responded passively to description portrait blur in imaging college high future of Islam (Joseph & Joseph, 2000). As for the problem, the Becomes problem that occurs intensely in society due to the level of output *and outcome* education college less high Islamic quality seen from side view negative about radicalism that becomes a spotlight. Standard quality target management lecturer at college High Islam is a priority program. In other words, the transformation of higher education into a *world-class university* has become a complex need in the era of Education 4.0. (Wagner & Fard, 2009) .

As for Room scope control Quality lecturer at Islamic College as following :

Figure 16. Space scope control quality lecturer



Figure 16 about Room scope control quality reviewed lecturer \_ from aspect evaluation covers two activities: measurement and assessment. One thing that characterizes evaluation control quality lecturer that the process is

terminated with taking decision. The decision regarding worth and benefits from evaluation. Evaluation control quality lecturers have broad room scope of assessment, while evaluation focuses on aspects certain only which is part of the room scope. If rated thing \_ from control quality lecturer is system learning that is done lecturer, then room scope is all component learning about control quality lecturer.

Fundamentals of management program planning strengthen the integrity of the quality of lecturers, namely government regulations on strengthening character education, observation, and data collection. The basis for planning character education can be described as follows:

1. Government regulations in strengthening the integrity of the quality of lecturers regarding strengthening character education, namely Presidential Regulation of the Republic of Indonesia number 87 of 2017 concerning Strengthening Character Education
2. Based on field observations, observations here are divided into three: observations based on the condition of the school environment, observations based on human resources (teaching and education staff), and observations on the results of student behavior.
3. Creating or processing data

The data here is not only interpreted as character education but also relates to the talents and interests of students so that the formulation of character education can be achieved according to the objectives.

Leadership supports Islamic College in managing management of strengthening the integrity of the quality of lecturers as a significant predictor of the high number of lecturers' research. Leadership supports Islamic Universities can be accepted in the form of the number of students who are seconded as research assistants, the number of research funds budgeted by the study program and the availability of literature in the library and procedural research policies and most importantly is I lecturer quality integrity Islamic Colleges made as event development competence through research skills.

Lecturers at Islamic Colleges need \_ has a policy of reducing the teaching load, which is considered the most supportive of increasing the number of lecturers' research so that it does not get too busy teaching and activities administration on campus. This happens because, in general, in space scope Islamic Higher Education, teaching is still the main focus of lecturers at Islamic Higher Education. So it is necessary to be directed to conduct research by reducing the teaching burden for increase quality lecturer in Thing research and service public and no miss from management quality lecturer as a lecturer who has integrity in development Knowledge Knowledge and Technology. In addition, the lecturer in the room scope Islamic College gave the ease of obtaining internal Higher Education funds as a form of organizational support in implementing the Tri Dharma College. \_ The long bureaucracy in applying for research funds at Islamic universities makes lecturers tend to delay doing research, so that integrity quality lecturer in field research Becomes weak. Because it is necessary mechanism new and order bureaucracy new for realizing qualified lecturers and have \_ high integrity \_ in development Progressive Islamic College.

Diktis policy of the Ministry of Religion is directed at increasing the professionalism of Human Resources and strengthening Islamic Religious Higher Education institutions. Increasing the professionalism of the integrity of the quality of lecturers is directed, among others, at improving quality education, research, and community service for both lecturers and education staff in particular and the academic community of Islamic Religious Higher Education institutions . one \_ step concrete for enhancement quality which is an excellent helpful workshop for repair performance lecturer in doing the learning. The workshop is one \_ type of learning program that focuses on skills individual in operating his duties. Effort build competence lecturer with there will be a workshop immensely help lecturer and steady expertise in discipline the science.

### Bibliography \_

1. Chapman, D. (1981). A Model of Student College Choice. *The Journal of Higher Education* , 52 , 490–505. <https://doi.org/10.1080/00221546.1981.11778120> .
2. Fauzi, A. (2018). Human Resource Management in Improving the Quality of PTKIS Lecturers. *At-Ta'lim: Journal of Education* , 4 (1), 21-34.
3. Hossler, D., & Gallagher, K. (1987). Studying Student College Choice: A Three-Phase Model and the Implications for Policymakers. *College and University* , 62 . <https://www.semanticscholar.org/paper/1d9cd011f6bf3a8cb8c5a0721fa213364e51521c> .
4. Jackson, G. (1982). Public Efficiency and Private Choice in Higher Education. *Educational Evaluation and Policy Analysis* , 4 , 237–247. <https://doi.org/10.3102/01623737004002237>
5. Joseph, M., & Joseph, B. (2000). Indonesian students' perceptions of choice criteria in the selection of a tertiary institution: Strategic implications. *International Journal of Educational Management* , 14 , 40–44. <https://doi.org/10.1108/09513540010310396>
6. Maringe, F. (2006). University and course choice: Implications for positioning, recruitment and marketing. *International Journal of Educational Management* , 20 , 466–479. <https://doi.org/10.1108/09513540610683711>
7. Price, I., Matzdorf, F., Smith, L., & Agahi, H. (2003). The impact of facilities on student choice of university. *Facilities* , 21 , 212–222. <https://doi.org/10.1108/02632770310493580>
8. Shanka, T., Quintal, V., & Taylor, R. (2006). Factors Influencing International Students' Choice of an Education Destination—A Correspondence Analysis. *Journal of Marketing for Higher Education* , 15 , 31–46. [https://doi.org/10.1300/J050v15n02\\_02](https://doi.org/10.1300/J050v15n02_02) .

9. Sumardjoko, B. (2010). Determinants of the role of lecturers in higher education quality assurance. *Journal of Educational Horizons*, 3 (3).
10. Veloutsou, C., Lewis, JW, & Paton, R. (2004). University selection: Information requirements and importance. *International Journal of Educational Management*, 18, 160–171. <https://doi.org/10.1108/09513540410527158>
11. Wagner, K., & Fard, PY (2009). *Factors Influencing Malaysian Students' Intention to Study at a Higher Educational Institution*.  
<https://www.semanticscholar.org/paper/92606b8da205400290e1e8d81a5391653f9807f8>
12. Webb, M. (1993). Variables Influencing Graduate Business Students' College Selections. *College and University*, 68, 38–46. <https://www.semanticscholar.org/paper/7ca6163dafa387046649adfb08cec3a6eb2da669>

#### **ABOUT WRITER**



<https://sinta3.kemdikbud.go.id/authors/profile/6691487>

Dr. Elihami, S.Pd., M.Pd.I. was born Corawali, the district of Sidenreng Rappang, South Sulawesi on January,1,1988, the son of Abdul Hafid and Normi. Respectively, his formal educations were completed at SD Negeri 4 Bilokka in 2000, SMP Negeri 1 Panca Lautang 2003, and SMA Negeri 1 Tellu LimpoE in 2006, those schools were in the district of Sidenreng Rappang. Elihami graduated his Bachelor Program (S.Pd.) at the Department of English Education, Muhammadiyah University of Parepare in 2010; graduated the Master Program (M.Pd.I) at the Department Islamic Education, graduated the Doctoral Program (Dr.) as the student of the Department Islamic Education, Muhammadiyah University of Parepare in 2020.

Elihami had published more than 167 papers, either national or in the international journals and 25 books. In spite of his main job as a lecture at Islamic Education about Kemuhammadiyah, Muhammadiyah University of Enrekang, he is also active in conducting research and community services. He had ever occupied of the head of the P2M (Center for Quality Assurance) in 2016 and the head of P3M (Center for Community Service and Research) in 2017 and the next the head of LP2M (Institute for Research and Community Service).