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## FOREWORD

People may hear your words, but they feel your attitude.

John C. Maxwell

It is my delight and joy to be able to write my brief thoughts for this compilation of research papers by the participants of the Academy Faculty Development Program. More than just words describing their research ideas in their infancy or completed research in their final phase of write-up, this publication is intended for reader to feel their exemplary attitude held throughout the program and the willingness to take the step towards making themselves the complete academics. I am positive that the outcome of the program is an upsurge of interest in teaching and research. All the participants had benefited from the development of the thinking and dialogue initiated and it is now their obligations to tell the UNTAR community about how to develop teaching excellence and do research that will impact the world of science or social science.

The linkage between research and teaching must never be forgotten. Research informs teaching and teaching inspires research. Research is a particular way of asking questions, albeit hard questions sometimes so that useful understanding can flow. Implicit in our teaching are many aspects of the scientific method as it is actually practiced in the research. There are new bodies of knowledge that we can draw on to reflect on our teaching practice and improve our ability to think about how we should teach. In the end, our research efforts will benefit our students by making their UNTAR experience unique as they will have a headstart in deciphering the intricacies and complexities of the real world in which they will be the future citizens.

So, please continue to improve upon your ability to reflect on what you are doing and what would be a meaningful outcome as an academic. I am really pleased that this is the second step in a continuing process to enhance the quality of teaching and research.

My special thanks go to Prof. Ir. Roesdiman Soegiarso for his vision and continuing support, as well as Mr Richard Andrew and Ms Verawati who worked tirelessly to see the program come to fruition. Also thanks to A/P Ooi Chui Ping who has worked with me to pull this publication together.

**Dr Chong Chee Leong, Clanworks, September 2015.**



# IMPROVING UNIVERSITY STUDENT'S PERFORMANCE IN INDONESIA: AN INTEGRATIVE REVIEW

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## ABSTRACT

Indonesia is ultimately a big country in a strategic location. This should aid Indonesia to perform globally. However, there are still low fresh graduates performances reported from several companies. There are a lot of pro and contra in the academic world for finding the best way to improve University student's performance. This research is an integrative review for the recent University student's performance in Indonesia. Researcher found that in Indonesia, University student's performance is relatively bad according to many sources and researcher. However, improvement by all elements in the Academic world of Indonesia can give reasonable solutions.

**Keywords:** Student, Performance, Indonesia

## INTRODUCTION

Indonesia has a large pool of workers, with a reported labor force of 117 million people in 2011. Despite the large population, a prevailing condition that now exists is that the country's resource pool is now being "stretched very thin" with demand for skilled and experienced Indonesian professionals and technicians across various disciplines to meet demand of foreign investors and high growth local industries, including services and commerce & industry generally. This is also deficiencies in the education system that the government is looking to address, recognizing this is a long term and challenging exercise (KPMG: 2013).

On the contrary, a number of Indonesia students have individually shown indicated world class learning achievements as evidenced in their success in some international mathematics and science competitions, obtaining

gold/silver/bronze medals. Indonesia has abundant natural resources but lack of human resources to manage or process the natural resources so that Indonesians do not get maximum benefit of the natural resources (Hendayana et al: 2010).

Indonesian government work very hard for these problems. Many villages in Indonesia received block grants for child health and education that incorporated relative performance incentives. However, the incentives had no differential impact on education (Olken et al: 2014). During the past few decades, researcher have seen a rapid expansion of the higher education sector. This development has not, however, been followed by proper long-term planning, vision or good funding mechanisms. The Indonesian's Universities have suffered internal inefficiency, poor initiatives (particularly in research) and lack of public accountability. Undoubtedly, these problems have had negative impacts on quality, efficiency and the relevance of higher education in Indonesia (Wicaksono & Friawan: 2008).

Higher education just might be a ticket to the Promised Land for developing countries especially in Indonesia. However, in the absence of better analytical and empirical understanding of this burgeoning sector, there is a risk that higher education will become a new mantra before the price of the ticket or even the destination is known (Kapur and Crowley: 2008). That is why the main goal of this research is to help Indonesian's government to enhance the University student's performance in Indonesia. Researcher, as many other Lecturer, cares about the future of these students.

## RESEARCH METHOD

According to Whittemore and Knafl (2005), an Integrative Research Review (IRR) used to aim of this descriptive inquiry. This procedure for synthesizing research includes problem identification, literature search, data evaluation, data analysis and presentation of the results. This method allowed for the inclusion of a wide range of primary research.

The IRR was set to improve the literature included the studies from the other countries. The papers identified were 10% selected to be included later on, analyzed.

## ANALYSIS

Here are several

Table 1. Main Findings

Author and Year	Main Findings
Hara & Burke (1998)	The all-inclusive approach to academic leadership
Woytek (2005)	Cooperation between the government and the private sector in higher education
Chan (2011)	Insufficient government support for higher education
Darling-Hammond (2000)	Public education is the best way to improve the economic condition of the country



Crosling, et al (2009)	Greater understanding of the diversity of students, authentic and relevant curricula, student-centered active learning, integration of study skills and formative feedback are encourage students to engage with their studies and their institution.	Edge Hill, UK
Kyoshaba (2005)	There are positive impact from admission points, social economic status and former school background to academic performance of undergraduate students. However, there is no impacts from mature age points to academic performance of undergraduate students.	Makarere, Uganda
Farooq, et al (2011)	Socio economic status, parental education and student's gender strongly affects student's academic performance while parental occupation has little effect on their child's performance in studies.	Punjab, Pakistan
Ali, El al (2013)	The findings revealed that age, father/guardian social economic status and daily study hours significantly contribute the academic performance of graduate students.	Bahawalpur, Pakistan

Here are some challenges of student in Indonesia:

Table 2. Challenges of Student in the Included Studies

Author and Year	Main Challenges	Location
Werang, et al (2014)	There are lack of students' attendance, motivation, enthusiasm for learning because there are lack of parental support, inadequate <i>school facilities and infrastructure in Indonesia.</i>	Merauke, Indonesia
Mustafidah & Suwarsito (2014)	From the condition of a lecturer at Indonesia, there is some level of the lecturers are still lacking. One of the findings is the low level of Lecturer's attendance.	Purwokerto, Indonesia

Ali (2004)

Brennan (2013)

## DISCUSSION

As consequer throughout th The findings in category:

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Ali (2004)	Education in Indonesia is still facing some major problems and the most crucial ones are those related to access and quality.	Jakarta, Indonesia
Brennan (2013)	The key barrier to collaboration from an Australian perspective is a lack of research capacity in Indonesia universities and a resulting low contribution to international journals from Indonesian academics.	Arafura, Indonesia

## DISCUSSION

As consequence of the IRR, researcher found that many terms existed throughout the literature referring to "Improving Student's Performance". The findings in each elements will be discussed in this context. Here are the category:

### (1) Controllable factors:

#### (a) Preparing a strong parental involvement program.

Parents should not take a final report book like the one they usually came for in preschool, elementary school or high school but they should know the progress of their children in the University. University should held a meeting for Academic Advisors, once with Parents and twice with students every semester. Lecturers can give some assignments related with student's Parents experience especially when theirs are graduated/worked in the same fields. This should help University monitors the daily study hours direct or indirectly.

#### (b) Lecturers communicate all of the aspects in learning.

Assessment result should be discussed and graded based on student's performances as fair as possible. Lecturers should also encourages the students to further their development and challenge themselves to gain greater understanding by using a student-centered active learning. These include focus on material, overcome the passive approach to the subject, reduce their sense of incompetence and be a source of inspiration to learn the subject.



(c) Lecturers' preparation and certification.

University should aid some help for Lecturers by preparing some training, certification and other learning's benefits to improve their soft and hard skills. University should also design a reliable program to help Lecturers administered their academic's history (resume, copy of certification etc.) so the Lecturers can focus for do the major thing: Teaches, Researches and Social Responsibilities.

(d) University collaboration.

University should have greater understanding of the diversity of students, authentic and relevant curricula, integration of study skills and formative student's feedback. University should also cooperate with the marketing and admission to get a large number of good students. University should also help excellent students by giving them foundation based on their performances.

- (2) Uncontrollable factors such as student's genders and former school backgrounds.

### LIMITATIONS

This IRR provides an overview of the field of knowledge related to improving student's performances. However, the research is limited by the set of period for review as well as time constraints imposed on researcher. Researcher also struggle for finding International Journals especially for seeking challenges of University's students in Indonesia.

### CONCLUSION

All the University's stakeholders in Indonesia responsible with the outcomes of the students. These included parents, academic advisors, lecturers, admissions, universities, students and even government. Researcher found that there are some urgency here to revitalize all aspects to improve student's performance before and after they graduate especially when there are big doubt in Indonesian's private and public University fresh graduates.

### RECOMMEND

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## RECOMMENDATION

As an outcome of this IRR, it is suggested that there is a need for further theory development in the advancement of universal practice guidelines to improve university's student performance in Indonesia. Additionally, as a result of this IRR, further studies to optimized the government's aid in Higher Education sector is also recommended.

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