

## Building a Professionalism a Lecturer Strengthening the Competitiveness of the Nation



Putri Wahyu Novika<sup>1</sup>  
Management Study Program STIE Galileo Batam<sup>1</sup>  
e-mail: [putrikasim11@gmail.com](mailto:putrikasim11@gmail.com)

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### Abstract

*Lecturers are one important component in the education system at universities. The roles, tasks and responsibilities of lecturers are very meaningful to produce resources quality strength. Lecturers are required to be able to show good performance. Performance the good must be supported by competence and also professionalism. However lecturer professionalism is not always directly proportional to work professionalism. Many show that lecturers do not have professional skills. Quality professional lecturers are still low. As is known the level of professionalism lecturers are generally not optimal, this is largely influenced by factors background, including the role of government, university conditions and various other external conditions that directly or indirectly affect lecturer professionalism.*

*Keywords: Lecturer, Professionalism, Competitiveness.*

## I. INTRODUCTION

In the campus environment, lecturer is one of the main needs. He likes a driving machine for everything related to scientific activities and academics. Without lecturers, it's impossible for an educational institution to be named. College or university that, in developed countries, before founding universities, everything sought before is lecturer. After the lecturer is determined, New universities are established, no and vice versa. Such is the importance of this lecturer so it's not a little college became famous for the fame of the para lecturers who work in it position as the "heart" of college, lecturer determines quality education and graduates born college, on the side in general the quality of tertiary institutions alone. If the lecturer is qualified high, then the quality of the college will also be high if not. It doesn't matter how good the program is planned education, if not supported by high-quality lecturers, it will end in results that are not satisfying. That's due to running an education program where both teachers also need good quality. By having good and high quality lecturers, universities can formulate the most modern programs and curriculum to guarantee the birth of a graduate achievers and special quality that basis, development lecturer professionalism becomes important to improve quality College. Higher education as an institution higher education providers have its role is very large in this framework. National development. There are two tasks the principal is carried out by the college tall, the first to educate children nation to master science and technology and second became the locomotive of national development including preparing candidates nation leaders (Sofyan Effendi, 2003), Efforts to prepare resources human quality then quality education must always be improved. Improving the quality of education is needed and supported by quality improvement. The lecturer is a component important in administration responsible education, organizing teaching activities, training, research, managing and providing technical services at the education sector (Hamalik, 2003) The lecturer is one important component in the education system in college. Authority, the duties and responsibilities of lecturers are very high meaningful to produce sources of quality strength. Lecturer needed to be able to show that performance well. Good performance must be supported by competence and also professionalism. However lecturer professionalism is not forever directly proportional to professionalism work. Many accuse the lecturer of not having professional skills. The quality of lecturers is still professionally low. How do we know that? The general level of professionalism of lecturers is not optimal, this is a lot influenced by existing factors behind them, between them there the role of government, university conditions height and various external conditions other people directly or directly does not directly affect lecturer professionalism. Based on the description above, then the writer formulates the problem will be reviewed is;

1. What are the factors affect the professionalism of the Lecturer
2. How to build a strategy lecturer professionalism at PT to increase the nation' competitiveness?

And the purpose is;

1. To find out the factors that exist affect the professionalism of lecturers
2. To review the building strategy lecturer professionalism at PT increase the nation's competitiveness Benefits of Research expected is; the results of this study can be used as a basis in decision making for stakeholders academic interests inside improve the quality and quality of lecturers; and can also be used as a means to increase development Lecturer in Higher Education.

## II. LITERATURE REVIEW

### 1. The Meaning of Professionalism

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Professionalism has become a problem critical because it can describe the performance. The term professionalism means responsibility to behave more than satisfying responsibility that is charged to him and more than just comply with laws and regulations Public. In the Large Dictionary of Languages Indonesia, professionalism is interpreted as something that needs special skills to run, 18 in other words, professionalism is a set of skills that require work done efficiently and effectively with a high level of expertise to achieve work goals maximum. According to Tantri Abeng (1997) The term professional has certain aspects which concerns the problem of science knowledge (knowledge), aspects skills (skills), and mental attitude (attitude). Further stated aspects of knowledge, skills and mental attitude are the same or as important as the basis for building quality and quality professionals. High or low performance someone is very dependent on it personal abilities, social abilities and ability professional. Wakhid Haryanto inside states the criteria Lecturer professionalism includes: the ability to master the runway education, know learning interactions teaching, assessing student achievement, know the functions and service programs, and know the administration of education. Ahmad, (2011: 131)

## 2. Lecturer Position and Function

The lecturer is a professional educator and scientist with the main task to change, develop and spread knowledge, technology and art through education, research and service Public. Choice has a position as a professional higher education adjusted Law and regulation. Lecturer position as professional function for enhancing the dignity and role of lecturers as a learning agent, a developer of science, technology and art too community service serving to improve the quality of education National. Lecturer position as staff professional aims to run the national education system and realize national education goals namely the development of prospective students to be a believer and fear of Almighty God, noble, healthy, knowledgeable, capable, creative, independent and become a citizen democratic and responsible country to answer. Lecturer profession is a field Special work is done based on the principle of having qualifications academic and educational background according to their diploma field the level of academic education that must be owned by the lecturer according to the type, education level and units in place his research states that significant relationship between professionalism with lecturer performance. Lecturers with the main authority teaching face to face with students in the process arena learn how to teach. In educational interactions what students expect to get which is expected. To achieve something these lecturers play a role It is important that abilities are needed and professionalism. According to Suyanto (2013: 21) define professionalism the term refers to mental attitude in the form of a member commitment profession to always realize and improve its professional quality. Professionalism of lecturers about ways and strategies for developing themselves according to times change. According to Oding (2009) assignments, have competencies required in accordance with the task field and have responsibility for implementation professional assignment. Academy qualifications lecturers obtained through higher education accredited postgraduate programs according to the field of expertise. Lecturers have qualifications minimum postgraduate academy academy Masters or diploma undergraduate programs and graduate programs doctor for this program postgraduate. According to Djuwita, based on the results of his research, the strategy lecturer development and motives Achievement has a positive effect on lecturer productivity. According to Makmun (1996) lecturer as educational staff have positioned its strategic role and contribution significantly in the success of the effort development directed to the improvement of the quality of civilization and the dignity of the life of the people, nation and society humanity in general. Lecturers are individuals based on their education and expertise have been the main task of teaching on campus high, because lecturers as educators must meet competence as an educator. What is the meaning of competence is ownership formation, skills, and the ability requested by something position / job and lecturer work is a profession. Jhonson (in Makmun, 1996) competencies that must be possessed by education has 6 elements as following: first, Components of performance (Component performance); second, Components of teaching materials (Teaching Subject Components); third, component teaching process (teaching process Component); fourth, components personal adjustment (Professional Component adjustment); fifth, personal professional component (Teaching Professional Component); and sixth, Components of

attitude (Attitude component). Referring to the opinion above then lecturers must have the ability and skills in carrying out the process of teaching and learning in college high. A lecturer must have work performance that shows have knowledge, skills in doing certain jobs rationally, mastering the device knowledge (theories, concepts, principles, rules, and generalizing data and information) related to the task, his job besides mastering methods and techniques, procedures and mechanism, facilities and instruments about how to do it his work A lecturer must have superior motivation and aspirations in carrying out their duties as well has radiating authority over the mastery of the device competence, so the lecturer is said as a future designer.

### 3. Lecturer Profession in Higher Education

According to Makmun (1996) the study of the term profession contains at least three meanings and understanding, namely: first, Expressing a belief; second, Confidence in the truth; and third, one's credibility. Profession has the meaning of someone's trust because of knowledge, experience, and value that is in someone. Profession is a job or a position that demands expertise from its members. A professional occupation can not be done by people who aren't trained or prepared for work. Professional has two understandings, first, the person who occupies a position or profession, and second, the appearance of someone inside doing the work according to his profession. Professionalism is the attitude of the members of the profession towards his profession and level of knowledge and expertise they have for carrying out duties in his profession. Professionalism can too interpret the process of increasing qualifications and the ability of members of the profession in reaching inner standards as a member of the profession. The professional member is a good professional development process which is carried out through education or even through training. Hornby (in Makmun, 1996) states that the profession is on the essence is certain work according to special requirements and special so convincing and gaining trust from those who need it. Sanusi (1991) put forward the characteristics of the work considered a profession: first, Has a function and social significance crucially; second, have certain skills or expertise; third, being able to process problems with scientific method; fourth, based on a certain clear and scientific discipline explicit; fifth, has a code of ethics; sixth, Requires a period of education and / or long training; seventh, Have the freedom to give judgment; eighth, have a responsibility responsibility for autonomy; and ninth, Get recognition from the community

### 4. Competence and Workload of lecturers

Lecturer workload includes activities the main thing is planning learning, carry out the learning process, carry out evaluation of learning, guide and train, do research, doing additional assignments as well as doing a service to the Public. Workload less than 12 (twelve) semester credit units (SKS) and a total of 16 (sixteen) semester credit units. In carrying out the task lecturer professionalism in addition to having rights freedom in giving judgment and determine students' graduation and freedom to associate deeply professional organizations / professional organizations science, it also has an obligation as follows: Carry out education, research and service to the community; Plan, carry out the learning process as well assess and evaluate results learning; Increase and develop academic qualifications and competencies are continuously aligned with the development of science, technology and art; Acting objective and not discriminatory on the basis of gender considerations. religion, tribe, race, certain physical conditions or settings behind the socio-economic learners in learning; Uphold statutory regulations, law and a code of ethics and religious and ethical values; and maintain and foster unity and national unity. One theory that can be used as the basis for its formation one's competence is field theory which was pioneered by Kurt Lewin. Kurt Lewin developed this theory with the position that someone will get competence because of the gravitational field around it which forms the potential of an individual. That means individual competence is influenced and shaped by its deep environment view of learning technology the environment is positioned as Learning Resources. Besides that information system that someone gets from the environment in the form of experiences that are obtained empirically through observation, scientific knowledge which received from formal education, and the skills it does independently helped color the formation her competence. With a competent individual, he can do something as you wish and his will. Nevertheless the will of the individual is still based on rules or applicable norms. According to Munsyi, competence refers to the ability to

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carry out something that is gained through education. Competence refers to performance and rational deeds to fulfill

certain specifications in carrying out educational tasks. Said rational because it has direction and purpose. Performance is behavior real in the sense of not only being observed, but also includes matters that are not looked at. The essence of understanding competence according to Fullen more inclined to what someone can do /society than what they know (what people what they know) This was emphasized by the quoted Houston by Samana that competence is the ability displayed by the teacher in carrying out its obligations to provide educational services for Public. According to him Littrell's competence is mental and physical strength to doing assignments or skills learned through practice and exercise. As according to Stephen J. Kenezovich, competence is the ability to achieve organization goals. Ability to obey Kenezovich is the result of merging capabilities of many types, in the form of knowledge, skills, leadership, intelligence and others that someone has to reach organization goals. Basic understanding of competence is ability and skill someone who is declared competent at a certain field is someone who mastering work skills or expertise in accordance with the demands of the field of work concerned. Next is Spencer divide the five characteristics of competency as follows :

a) Motive, which is something that people have thought and want to cause something. Example, motivating people with achievement will overcome everything obstacles to achieving goals, and be responsible.

b) Characteristics, namely physical characteristics consistent with response to the situation or information. Examples of vision good competence is natural physical for pilots. So cases with emotional self control and more complex initiatives in responding to situations in a way consistent. Even the nature of this competency is much needed inside to solve problems and carry out the call of duty.

c) Self-concept, namely attitudes, values, and someone's self image. Example, confidence. Confidence or someone's beliefs for him to be effective in all situations is part of the concept of self.

d) Knowledge, that is information owned by someone in the field, certainly. For example, knowledge surgeons to the inner neurologist human body.

e) Skills, i.e. abilities to do tasks that are related to physical and mental. Examples of physical abilities are computer programmer skills to arrange data in a manner regular. Whereas ability analytical and conceptual thinking is related to ability mental or cognitively.

#### 5. National Competitiveness

Prof. Dr. Slameto in a The opportunity states that, desire to build the nation's competitiveness through continuous visible human resources fairly evenly distributed for all nations, fine developed and less developed nations. Competitiveness is defined as accumulation of various factors, policies and institutional influences on productivity of a country so it will determine the achievement of welfare people in the economic system nationally. Thus, increasingly competitive competitiveness of a system and the economy, then development will grow faster in time, medium and long. The problem is what is meant by power, national competitiveness, what are the indicators, and how to improve national competitiveness. What is the role of the Lecturer able to increase the competitiveness of the nation? The concept of national competitiveness and the factors that influence it The term competitiveness,

"Begins" with the concept of excellence comparative advantage gets more and more attention especially in the past three decades competitiveness, one of the very jargon popular, but still not simple to understand. As a concept that is multidimensional, very competitive allows diverse definitions and measurement. Meaning of competitiveness too depends on context; Competitiveness the company is a forming element of competitiveness at the industrial, regional level or country. While on the other hand, various conditions and factors that exist in an industry and in an area or the state forms the context for the development of company competitiveness in industry and in that region concerned. Therefore, competitiveness can also be seen from macro policies of the economy. In the literature, discussing concepts competitiveness can be reviewed at the level of: company, industry or a set / group of industries, and country or region (as an entity economy). At the company (micro) level

obtained the definition of competitiveness the most clear; At the industrial level (meso), though diverse, in general, can be understood will shift the perfective approach from sectoral approach to the cluster approach industry'; At the macro level, power is seen competitiveness is very important although still full debate and criticism, especially concerning the background of the theory. Furthermore Prof. Slameto states that the definition of competitiveness according to its level is the nation's competitiveness depends on knowledge, value and workforce skills. Factor- Other factors determine competitiveness including: business opportunities, systems fair trial, tax useful, bureaucratic, and technological innovations and education, international relations and copyright. The main pillar of the nation's competitiveness is human resources or resources human, human capital, the second is technological innovation. HR issues low cause the process progress while walking, less supported by productivity and adequate labor quality. We need the best cadres of the nation who have intelligence, attitude, prime mentality, superior and competitive high, reliable ability with true nationalism because of the progress of the economy, the progress of the nation, that is caused by human qualities capital. Level of HR productivity is one of the benchmarks of quality SDM, actually in the past 4 years drop.

### III. METHODE

#### 1. Research Approach

This research uses a qualitative research approach. Based on Poerwandari (1998) qualitative research is research that produces and processes descriptive data, like interview transcriptions, notes fields, images, photos and video recordings etc. Qualitative research needs to emphasize the importance of closeness with people and research situations, so researchers gain understanding clearly about reality and conditions of real life. (Patton enters Poerwandari, 1998)

#### 2. Stages of research

In research there are two stages research, namely:

##### A. Research Preparation Phase

First, the researchers made Interview guidelines compiled based on the meaning of life that is meaningful according to that problem subject faced. This interview guide contains basic questions which will later develop in the Interview. Interview guidelines have been compiled, shown to which more skilled in this matter is nursery research to get input about the contents of the interview guide. The next researcher looks for that subject according to the characteristics of the subject research. For that before the interview was implemented the researchers asked the subject about getting ready for the interview. After the subject wants to be interviewed, researchers make agreement with the subject about time and meetings for Conducting interviews.

##### B. Research implementation phase

Researchers make a deal with subjects about time and a place to do interviews based on the guidelines made. After Interviews were conducted, researchers move notes based on the interview in the form of verbatim written. Next, the researchers did data analysis and interpretation of data accordingly with the steps outlined in the data analysis methods section at the end. This chapter. After that, researchers made psychological dynamics and conclusions which are completed, and researchers provide recommendations for further research.

#### 3. Data Collection Techniques

In this study, researchers using two collection techniques data, namely:

A. Interview According to Prabowo (1996) interviewing is giving method data by asking something to someone respondent, such as by talking face to face. This research interview will finish using interview guidelines. According to Patton (in Poerwandari 1998) in the process

interview using general guidelines for this interview, interview equipped with interview guidelines is very common, and includes problems which must be closed without specifying sequence of questions, maybe not even explicit questions formed. Interview guidelines used to remind the interviewer about what aspects should be discussed as well as to be a checklist whether the relevant aspects have been discussed or asked. With guidelines So the interviewer has to think about it how is the question concretely spelled out in sentences Asked, while adjusting questions with the current context the interview took place (Patton in poerwandari, 1998)

B. Observation In addition to interviews, research It also uses the observation method. According to Nawawi & Martini (1991) observation is observation and systematic recording elements that appear in a symptom or symptoms on objects research. In this research observation needed to be able to understand the process of the occurrence of interviews and results the interview can be understood in content. Observation be what is done is observation subject, subject behavior during interviews, subject interactions with researchers and things that are considered relevant so that it can provide data additional to the results of the interview. According to Patton (in Poerwandari 1998) the purpose of observation describes the settings of learning, activities which are underway, the people involved in activities, and the meaning of the event seen from their point of view in the event observed. Still according to Patton, one thing important, but often forgotten observation is observing things that exist not occur. Thus Patton states that the results of observations important data because; Researcher will get a better understanding about the context in which things are learned will or occur and Observation allows researchers to behave open, discovery oriented about proof and maintenance the choice to approach the problem in a way inductive

#### A. Data Collection Tool

According to Poerwandari (1998) the writer was very instrumental in the whole process research, ranging from choosing topics, detecting topics, collecting data, to be analyzed, interpret and conclude research results. In data collection, which the author needs assistive devices (research instruments). In The researchers of this study used 3 tools assistance, namely:

##### 1. Interview guidelines

Interview guidelines are used thus The interview was not conducted deviate from the purpose of research. This guide was prepared not only based on research objectives, but also based on related theories with the problem under study.

##### 2. Observation Guidelines

Observation guidelines are used thus researchers can make observations in accordance with the objectives of the study. Observation guidelines prepared based on observations on subject behavior during interviews and environmental observations or interview settings, and their effect on the subject's behavior and information which appeared at the time of the Interview.

##### 3. Recorder

The recorder is useful as a tool Help with the interview, Facebook the researcher can concentrate the process of taking data without having to stop to record answers from the subject. In data collection, new recording devices can be used after getting permission from the subject to use the tool at the time of the interview.

##### a. Validity and Research Validity

This research uses a qualitative approach. Yin (2003) put forward four criteria for validity and the amount required in a qualitative research approach. Four these are as follows:

##### 1. The construct validity (Build validity)

The validity of the boundary form related to that certainty really measures the variable that you want to measure. This validity can also be achieved by process proper data collection. One of the ways is with the triangulation process, the data validity checking technique that utilizes something else outside the data for inspection purposes or as a comparison data.

##### 2. Internal validity

Internal validity is a concept which refers to how far the conclusion of research results describe the state of being Is it true. This validity can be either achieved through the analysis process and the right interpretation. Inside activities will always do qualitative research change and will definitely have an impact research result. Although Internal validity tests have been carried out, there is still a possibility of emerging other different conclusions.

#### 3. External validity (External validity)

External validity refers to how far the research results can be generalized in other cases. Although in qualitative research no inferior nature certainly qualitative research but it can be said to have external validity in other cases during the case he has the same context.

#### 4. Miracle (reliability)

Image is a concept that refers to the extent of research. Furthermore, it will achieve the same results if you repeat the same research, once again. In this study, constancy refers to the possibility of researchers then getting the same results if the research is done once again with the same subject. This problem discusses the concept of holiness Qualitative research in addition to emphasizing in research designs, also in ways data collection and data processing.

## IV. RESULT AND DISCUSSION

### 1. Factors that influence

#### Lecturer Professionalism

Lecturers who have teacher quality which is quite adequate according to Muhahibbin Syah (1999) is a lecturer who is competent or who is able to carry out obligations, responsible and decent. In addition, Megarry and Dean (1999) states that lecturers are needed to develop professional abilities so you can improve performance inside performing functional tasks. For the competency variable is measured from seven indicators that include preparation lectures, discipline and obedient rules academic, assessment, personal wisdom, attitude and behavior, ability to express opinions, openness accept criticism and suggestions the overall indicator is manifestation of pedagogical competence, personality and social competence. Shape, condition from professionals measured by using the appropriate skills indicator with the field of scientific insight viz broad, the linkage of expertise to context life, mastery of the current problem in the area of expertise, ability to discuss, develop science and technology and involvement in professional organizations. Increased competitiveness of human resources still faced with a large number of labor, unemployment (underemployed or temporary) (not working), low culture of excellence, education level, poverty, commitment government, government administration, segmentation of educational services which lacking justice and variety and the extent of the area that must be served. To produce power, knowledge, have value and skills, will depend greatly on the quality of education and training. The graduate workforce should be that many colleges will be able to increase product added value and the resulting service. It has been marked by improving the quality of work, increased productivity both in terms of total and / or partial, cost reduction production, faster working time, and more efficiency. That is very possible if PT graduates are indeed of high quality: trained, skilled and productive. Productivity is the main determinant ROI (Return on Investment) and aggregation of economic growth. Condition a problem in Indonesia which multicomplex doesn't seem to work Exit; We can achieve national competitiveness by improving the quality of human resources, applying science and appropriate technology, improved conditions economics and micro and macro improvement quality of public institutions. The fate of a nation will not change, unless the nation itself wants to change it. If we want to change it, change must be the basis of scale priority. One of the main priorities is the development of quality human resources through education. This is where the role is expected and educational contribution in it regenerates and modernizes industry and encourages development, economic and community growth. To catch up with competitiveness globally, education policy must have a high commitment, consistent and sustainable.

## 2. Improving Strategies Lecturer Professionalism

In the era of globalization like now, where the world changes so fast, colleges are faced with more complex challenges. Thanks to advances in science and technology, methodology education also drove rapidly with relies on methods and technology up to date. In the midst of this situation, nothing other than college except to start formulating the program comprehensive development, including increased professionalism of the lecturer. As one of the main pillars of college, the level of ability and personal integrity of the lecturers becomes one of the determining factors of optimization of the educational process and teaching in college. If para lecturers are not able to adapt to the development of science as well changes in method or technology education is changing fast, then that is threatened not only by the future of its graduates, but also their existence and the future of the college. Therefore, lecturers are required to continue improving scientific ability and his personality through various efforts he might do. Actually there is no program specifically to develop integrity personal lecturers. Every lecturer has the right to determine what program is needed to develop professionalism. All programs development that has been explained before this for example, basically are programs that refers to developing integrity lecturer personal. A lecturer can choose one or add other programs that he thinks are relevant for himself. Availability of human resources in control science and technology in terms of quantity, quality and ownership Adequate purchasing power is generated from educational institutions will encourage the growth of institutions, the world and science based industries which can absorb labor productively, which can produce goods, services and products very competitively. The assumption is that labor Quality must be seen from the quality of the existing education system in a country. That is, if a country has a good education system, then the system will be able to give birth to a good workforce. And that is his job College to be able to do a role to achieve national competitiveness, the strong one. Arrangements need to be made education system with a new paradigm, need integrated self management, continue to keep fighting for creativity and innovation, increasing the relevance of education, need to draw up a strategic and renop plan for spur targets that match the indicator performance is expressed in numbers and the quality and relevance of graduates, even the principle of links & is suitable to be implemented, with hope the government is consistently investing in the field of education, improvement quality of teaching staff, facilities and infrastructure, increase engagement the entire academic community through organizational structure, programs, usage effective and efficient funds, mutual exchanges exchange experiences to achieve Criteria for the National Accreditation Board in Indonesia increased learning ability to produce improvements competence of graduates.

## IV. CONCLUSION

### 1. Conclusions

Based on the description above, the author can draw conclusions as following:

- a. Factors affecting lecturer professionalism is increased competence, academic climate development healthy and development facilities and adequate learning infrastructure
- b. Strategies that can be taken to improve the competitiveness of lecturers give it a chance as wide as possible to the lecturer to continue education to jenjan higher, through giving scholarships and so on; provide access for lecturers to involved in scientific forums international level; give it strategic research project to the lecturer; and help universities in improving college management capacity height conscious international.

### 2. Suggestions

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For its realization professionalism of helpless lecturers competitiveness, then things must be done is;

- a. Always improve yourself to become a lecturer power in science too Skills
- b. Always active in activities lecturer competency development, both as participants and as speaker.
- c. Active in the following forum organized scientifically by lecture, both inside and abroad.
- d. Active in producing works innovative research, yielding service to community and actively produce supporting teaching books tridharma college activities

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