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Survey Research on Lecturer Performance Profiles During Pandemic Covid-19

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Abstract. This study aims to describe the performance profile of lecturers based on the results of monitoring and evaluation of the implementation of teaching, research and community service activities during the Covid-19 pandemic. Data collection techniques used survey methods on the implementation of teaching learning process and documentation techniques in the form of lecturer performance targets and reports. Research respondents were all 216 students of the Economic Education Study Program at Unirow Tuban. Data analysis techniques used descriptive data analysis by calculating the percentage of respondents' answers, average score and categorization. The findings of the study showed that the average score was 3.7 be at interval <3.5 X <4.5, the teaching performance of the lecturers was in good category. International journal publications are very low and lecturer performance on community service in enough cathegory. The results of this study can be used to follow up on learning improvements and make online learning more effective and improve the performance of lecturers in the field of research and community service activities during the Covid-19 pandemic.

Keywords: lecturer performance, online learning, research, covid-19

1 Introduction

Lecturers' duties and responsibilities in realizing the National Education Goals are very important. In order to guarantee continuous improvement of the quality of education at the University, it is necessary to evaluate the performance of lecturers in teaching, research and community service through monitoring and evaluation activities. One way that can be used as a tool for evaluating lecturer performance in the fields of teaching, research and community service is through monitoring and evaluation activities.

This monitoring activity is needed to monitor ongoing lecture activities, while the monitoring results can be used to evaluate the next semester's lectures [1], so that lecturers can immediately take appropriate action. This is reinforced by the results of research [2], which recommends that higher education managers must ensure continuous assessment of lecturer performance in order to improve the quality of lecturers and university management. Evaluation of lecturer performance is a serious challenge for tertiary institutions [3]. Assessment of lecturer performance is very important because according to [4] the higher the quality of educators the higher the quality of education. The more positive activities the lecturer has in the class, the higher the student achievement. That is the importance of the role and performance of lecturers in higher education, because the quality of college graduates is very dependent on the performance of the lecturers. Lecturer performance can also determine school effectiveness, as revealed by [5], there was a moderate and positive relationship between teachers 'performance

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and school effectiveness, and teachers' performances significantly predicted school effectiveness.

Especially since the Corona Virus Diseases Covid 19 became an epidemic in Indonesia, it has even become a global pandemic in 2020. One of the impacts of the Covid-19 pandemic on the world of education is the change from direct learning to internet-based learning or electronic learning (e-learning). This change creates challenges and many obstacles, including limited internet service availability, high costs, low ICT capabilities, inadequate computer and laptop equipment [6].

The importance of monitoring and evaluating the teaching performance of lecturers because because One of the impacts of the Covid-19 pandemic on the world of education is the change from direct learning to internet-based or e-learning. Some research results show that there are still many obstacles faced in its implementation. As revealed by [7], the existing constraints affect the successful implementation of e- learning. The barriers of e-learning implementation include: limited availability of internet services, cost constraints, low ICT skills, limited computer equipment and laptops, less independent learning, lack of creativity in using online learning media platforms, lecturers are not ready to prepare learning tools, media and digital material [8]. Therefore, lecturers' readiness is demanded in preparing learning tools, media and digital materials needed during online learning. However, there are still lecturers who are not ready to carry out online learning. This is due to the lack of users' ability to use technology, computers, the internet, so they are reluctant to implement e-learning [7].

In addition to the obligation to carry out education and teaching, lecturers are also obliged to carry out research and community service activities. Dissemination of research results and scientific publications is often under the spotlight because lecturers' scientific publications throughout Indonesia are still low when compared to other countries. According to Nasir, [9] said that although it has increased rapidly in the last 5 years, the number of international scientific publications from Indonesia is not yet comparable to the number of lecturers and researchers spread across 4,607 universities. Currently, out of 177,000 lecturers and researchers registered in the Science and Technology Index (Sinta), Indonesia only produces 34,007 Scopus indexed journals. Apart from quantity, the quality of Indonesian research results also does not have high competitiveness. This happens because national innovative research is still low. He emphasized that in the future, the focus of national research results will be more focused on quality.

Especially in the covid-19 pandemic situation, it is one of the obstacles for researchers in the context of collecting research data in the field, reduced research grants can reduce the motivation of lecturers to carry out research and community service activities. The description above shows that there are many obstacles faced by lecturers in implementing e-learning, carrying out research and community service activities during the Covid-19 pandemic. Therefore, a continuous assessment of lecturer performance is needed in order to obtain the latest information, so that if the performance of the lecturer decreases it can be immediately known and the lecturer can take action to improve the performance.

One of the efforts to improve the performance of lecturers in the field of education and teaching has been carried out by online learning training and Learning Management System, lecturer assistance and evaluation of teaching performance. In an effort to increase the quantity and quality of scientific publications, the Economic Education Study Program needs to monitor and evaluate the performance of lecturers' research which refers to government regulations regarding the reporting of Lecturer Workloads, Lecturer Worksheets, special obligations for the positions of Lecturer and Professor every semester. periodic and employee performance targets which are reported annually [10]. The lecturer performance profile obtained from the results of

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monitoring and evaluation is expected to be the basis for improving lecturer performance and maintaining the quality of learning services for students during the Covid-19 pandemic.

Based on this background, this study aims to: 1) To explore the Lecturer performance in the implementation online learning, research, community service activities, publication during the Covid-19 pandemic; 2) To analyze the constraints in the implementation of online learning, research activities and community service, the publication of research results, 3) To give some suggestions for the success of online mode of learning, how to improve lecturer performance on research activities and publication research.

2   Research Method

This research includes descriptive research with a survey method on student responses to the performance of all permanent lecturers in the Economic Education Study Program at the Teaching and Education Faculty of Unirow Tuban who teach in odd semester 2019/2020. The lecturer's performance referred to is the performance in the field of teaching, research publication and community service activities. Respondents of this study were all 216 students of the Economics Education Study Program at the Teaching and Education Faculty of Unirow Tuban.

Data collection techniques using questionnaires and documentation. The questionnaire method is used to collect data about the performance of lecturers in education and teaching. The questionnaire is addressed to all students.The questionnaire uses a Likert scale with five alternative answers that can be selected by the respondent as follows: (1) Strongly Disagree is given a value of 1, (2) Disagree is given a value of 2 (3) Disagree is given a value of 3, (4)) Agree is given a value and (5) Strongly Agree is given a score of 5. While the documentation method is used to recap the performance of lecturers in the field of research and community service through Lecturer Workload documents, Lecturer Performance Sheets, Special Obligation Sheets for lecturers with the position of Head Lector, Performance Targets Lecturer.

The data analysis technique used descriptive methods, namely by calculating the percentage, the average score, arranging intervals and categorizing. Lecturer performance in the field of education and teaching must be above the minimum standard score of 3.5. The average score intervals and categories are presented in table 1 below:

Table 1. Average lecturer performance score and category

No	Interval	Cathegory
1	$1 \leq X \leq 1,5$	Very bad
2	$1,5 < X < 2,5$	Bad
3	$2,5 < X < 3,5$	Enough
4	$3,5 < X < 4,5$	Good
5	$4,5 < X < 5$	Very good

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Meanwhile, the analysis of performance data in the field of research and community service is carried out by calculating the percentage of lecturers who have implemented the research and service sector performance components of the total number of lecturers. With an interval of 0% -20% the category is very low; 21% -40% low category, 41% -60% enough category, 61-80% high category, 81% -100% very high category.

3 Result and Disscussion

Based on the results of data analysis on lecturer performance in the field of education and teaching even semester of the 2019/2020 academic year, the following results were obtained:

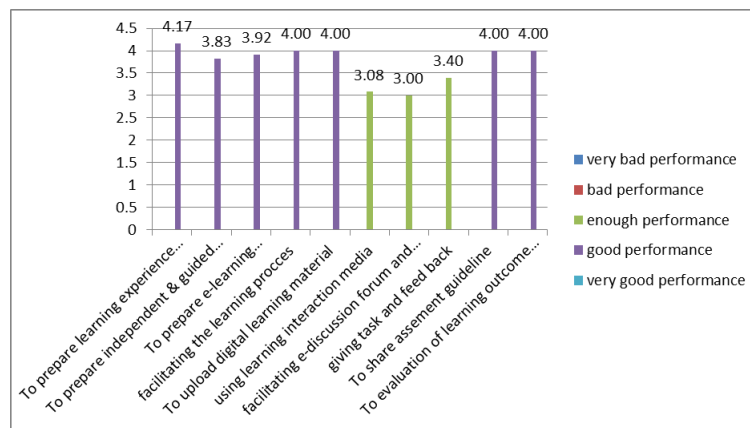### 3.1 Lecturer Performance in the implementation of online learning

Figure 1. Lecturer Performance in the implementation of online learning

Figure 1 shows that the 7 performance indicators of lecturers in the Economics Education Study Program, Teaching and Education Faculty of Unirow Tuban on the implementation of online learning are in good categories with an average score interval of 3.5 <X <4.5. While 3 indicators are the ability of lecturers in using learning interaction media (3.08), the ability of lecturers in facilitating e-discussion forums and chatting (3.00), giving tasks and feedback (3.40) with all average performance scores below the minimum standard. 3.5 (enough category).

The lecturers' performance in using e-learning interaction media platform must be immediately improved and their competence increased. The importance of the ability of e-learning media platforms has been researched by [11], the results prove that the e-learning platform must be managed properly and professionally so that the quality of learning is up to university standards. Amid the Spread of this deadly virus, such an online platform is needed where (a) video conferencing with at least 40 to 50 students is possible, (b) discussions with students can take place Keeping classrooms organic, (c) good internet connection, (d)) lectures can be accessed on cell phones as well and not just laptops, (e) the possibility of already watching recorded lectures, and (f) instant feedback from students can be achieved and assignments can be retrieved [8]. Various media can also be used to support the implementation of online learning. According to [12], [13], [14], The implementation of virtual classes uses the

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Google Classroom, Schoology, Edmodo services, and the WhatsApp application [8]. Online learning can also be done through social media such as Facebook and Instagram [15].

The ability of lecturers in facilitating forums and chatting must also be improved, because e-learning actually makes it easier for users to communicate (oral and written) in asynchronous communication (forum, email) and simultaneous communication (chat) without setting a time limit. This can improve the relationship between users, motivate, eliminate the fear of speaking in exchanging information and respect the point of view of others. Efforts to improve the giving of feedback by lecturers on assignments performed by students can be done through consultation forums or individually. According to [16] showing the importance of consulting with lecturers, whether or not the Covid-19 pandemic is present, students need the opportunity to consult with their accompanying lecturers. Consultation can be done via Whatsapp, telegram and email. According to [16], email-based consultation is the most widely used type of consultation for clarification of various matters. If students find the answers using other resources, they are less likely to use email consulting, but for students who can't find answers, they ask for help via email.
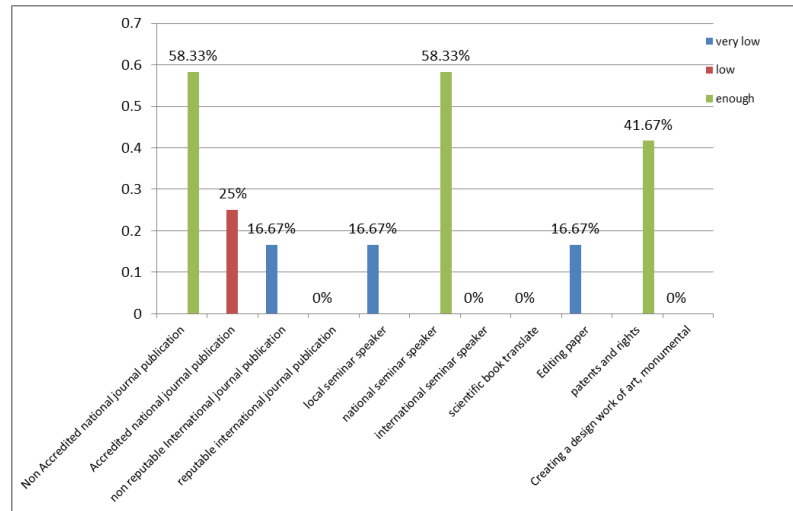
If there is no improvement in lecturer performance in implementing e-learning, it will become an obstacle in achieving effective e-learning. As revealed by [17], [18], the application of e-learning does not have a significant effect because of several inhibiting factors, among others: the application of e-learning has not been running properly, has not caused learning motivation in students, limited digital material content, learning is still centered the teacher. Several researchers have conducted research to provide solutions to the shortcomings of e-learning, [19], which offers a blended learning model. This is reinforced by [7] that online learning must continue to be collaborated (hybrid learning) with face-to-face learning with a portion of
<50%.

According to [8], [20], during the Covid-19 pandemic, there was a fast online learning model. Several open board software could be used to overcome this problem, including Gmail, Google forms, calendars, G- drive, goegle classroom. The covid-19 pandemic has led to a shift from normal classrooms to electronic classrooms, that is, educators have shifted the entire pedagogical approach to coping with conditions and adapting to changing situations. Online learning has emerged victorious amid the COVID-19 pandemic. Therefore, improving lecturer performance in implementing online learning is very important at this stage.

3.1 Lecturer Performance in Research

The performance of lecturers in the research field according to the rubric of lecturer workloads (Ministry of Education and Culture, 2019) consists of: 1) Producing research work; 2) Translating / adapting scientific books; 3). Editing / editing scientific papers; 4). Making designs and technology works; 5). Create a design work of art. Research lecturer performance data is presented in Figure 2 below,

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Figure 2. Lecturer Performance in Research

Based on Figure 2, the research performance that must be improved is to publish research results in reputable international journals, accredited national journals, become speakers at international seminars, translate books, become book editors and produce monumental works in accordance with the field of expertise of lecturers.

Based on the research performance report [21], lecturers with low academic positions have low research scores. This is due to limited access to the Higher Education Research Research and Technology grant competition for the category of Middle or Main Campus, lack of experience, whereas according to [22] experience can affect the research performance of lecturers. As a solution, it is recommended that lecturers who have low academic positions actively participate in training, proposal writing workshops and scientific articles, become members of the research team, and intern at senior researchers.

Government Regulation Number 20 of 2017 [10] concerning the provision of professional allowances for lecturers and honorary allowances for professors contains a special obligation for lecturers who have the positions of Lecturer Head and Professor. This is what causes lecturers in this category to have higher scores and research field performance when compared to novice lecturers. However, if you look closely, it turns out that the performance of lecturers in the field of research and scientific publications is still low, only 17.67% respectively of the lecturers who publish on non-reputable international journals, local seminar speakers, editing papers; 25% of lecturers who publish in accredited national journals; 41.67% -58.33% of lecturers who get patents and rights, non accredited national journal publication and become national conference speaker; and none in reputable international journal publication and creating a design work of art, monumental. The performance of lecturers in the field of research and scientific publications needs improvement. According to [23] improving the performance of lecturers in the field of research can be done by: 1) providing training, 2) preparing research funds, 3) facilitating journals, 4) providing rewards for lecturers who are successful in publishing in indexed and reputable journals, 5) establishing scientific forums lecturer.

Furthermore, [24] states that university leaders can improve the performance of lecturers' research by: 1) providing time and opportunity to think about and issue ideas with researchers and research groups, 2) providing support through coaching and mentoring, 3) accessing research forums and motivating to attend research seminars, 4) designing research training

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according to the needs of researchers and the latest methods, 5) reducing external effects that do not support lecturers' efforts to conduct research, 6) recruiting and developing lecturers who are capable of conducting high quality research.

This is reinforced by the opinion [4], suggesting that university leaders: 1) provide rewards for lecturers who successfully carry out indexed international scientific publications, 2) provide research methodology training and write articles worthy of publication in indexed international journals, 3) facilitate lecturer groups who take the initiative to conduct training independently, 4) recruit lecturers who are able to conduct high quality research.

3.1 Lecturer Performance in the Community Service activities
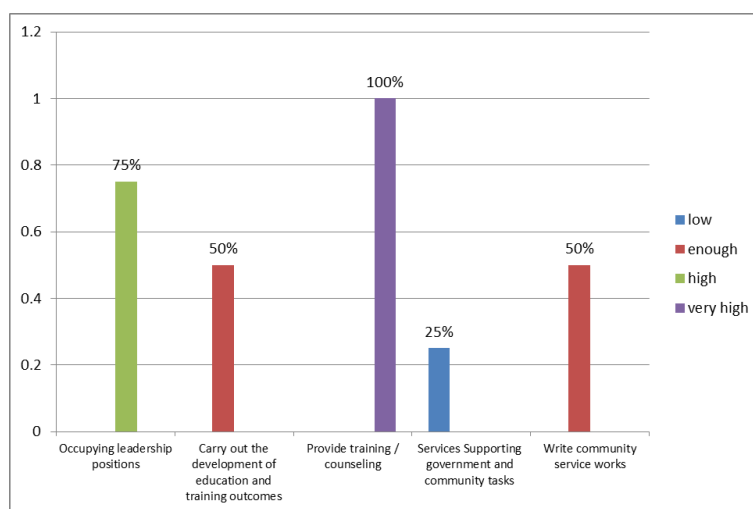

Pigure 3. Lecturer Performance in The community Service Activities

Based on Figure 3, it shows that lecturers in the Economics education study program who occupy positions outside of teaching are in the high category and lecturer activities in providing training and counseling to the community are in the very high category. Meanwhile, community service activities that need to be improved are carrying out activities that support government and community programs, carry out the development of education and training outcomes, and writing articles on the results of activities to be published in scientific journals.

The implementation of community service activities refers to the Strategic Plan and guidelines for the implementation of research and community service simlitabmas [25] and the National Higher Education Standards [26], especially in the implementation of Community Service Dharma, so that each university can manage Community Service activities that meet standards. The application of Community Service Standards is regulated in [26], is expected to be an impetus for universities to be able to realize the advantages of Community Service programs in higher education, increase the competitiveness of universities in the field of Community Service; increase the number of lecturers' participation in carrying out Community Service; and increase the capacity of Community Service management in Higher Education.

4   Conclusion and Suggestion

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4.1 Conclusion

Based on the results of data analysis and discussion, it shows that the performance of the lecturers of the Economics Education Study Program at the Teaching and Education Faculty of Unirow Tuban in the field of education and teaching is in a good category in the aspects to prepare learning experience design, independent and guided learning composition design, e-learning design, facilitating the learning process, to share assessment guidelines, and to evaluation of learning outcomes and results learning. Meanwhile, lecturer performance that needs to be improved in the implementation of e-learning is the ability to use learning media interaction, facilitating e-discussion forums and chatting, giving tasks and feedback. Improvements can be made by facilitating interesting digital teaching materials that can be studied independently, spending time in the mentoring process through online discussion forums, providing feedback on assignments that have been done by students and being able to consult with lecturers through various online media and chat. The performance of lecturers in the field of research and scientific publications in non-accredited national journal publications, national conference speakers, patents and rights achieved is in a sufficient category and needs improvement. Some of the research performance that is very low and needs immediate improvement are publishing research results in reputable international journals, accredited national journals, speaking at international seminars, translating books, becoming book editors and producing monumental works in their fields. Improving research performance can be done by mentoring novice lecturers by senior lecturers, participating in training, and support from higher education management. The performance of lecturers in the field of community service is very high in providing training and counseling, but the category is low in service activities that support government and community tasks. Therefore, the implementation of activities must be designed with reference to the excellence of the community in the community service program, encouraging community and local government programs.

4.2 Suggestion

Henceforth, lecturers and university leaders should pay attention to all processes related to improving the performance of education and teaching, research and community service. The lectures are as follows: 1). Lecturers can facilitate teaching materials using media and learning technology that are attractive and can be studied independently outside of face-to-face lectures, and spend more time in the task guidance process, facilitate online discussion forums, provide feedback on assignments that have been done by students, 2) . Lecturers Take advantage of the opportunity to participate in training and research workshops, participate in research competition grants; leaders develop research funding collaborations with outside parties, provide rewards for lecturers who succeed in reputable international publications, 3) synergize with local government programs related to community empowerment, increase activity output by referring to guidelines for community service activities in simlitabmas.

Acknowledgments

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