

**DEVELOPING PERFORMANCE MANAGEMENT LECTURER BASED
ON BALANCED SCORE CARD (CASE STUDY : ECONOMIC AND
BUSINESS FACULTY UIN SYARIF HIDAYATULLAH JAKARTA)**

GROUP FIELD PROJECT

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General Management

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**Developing Performance Management Lecturer Based on Balanced Score
Card (Case Study: FEB UIN Syarif Hidayatullah Jakarta)**

**Prepared by:
Group I : MM Regular July 2010**

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**A GFP (Group Field Project) presented to
The Institut Pengembangan Manajemen Indonesia (IPMI)**

**Submitted in a partial fulfillment of the requirements for the degree of
Magister Manajemen (MM) / Master in Business Administration (MBA)**

ACKNOWLEDGEMENT

As an essential part of IPMI's MBA Program, the group field project (GFP) provides opportunities to develop skills and attitude required in the real business environment, aside from those acquired in class. Through the GFP, students have the chance to apply the tools and creativity in handling the challenging task of dynamic problem solving and to develop specific recommendations aimed at improving the sponsoring company's performance.

The study has been completed based on Term Reference Of Project (TOR) agreed upon by the sponsoring company, Economic and Business Faculty UIN Syarif Hidayatullah Jakarta. This report concentrates on the study of developing performance management lecturer based on balanced score card.

In presenting this report, our thanks are due to all those who have assisted in the study of this project and preparation of this report. Certain individuals and institutions have made major contributions in particular. Hence, we acknowledge our debt gratitude to:

1. Bapak Pieter Andrian, MM, MBA who has the patience and tolerance to supervise and direct our work. He has helped enormously his guidance and consultations, this project could not have been realized.
2. The dean, of the permission that he gave for our research in his company.
3. Lecturer as representative from company.
4. All the staff and management Economic and Business Faculty UIN Syarif Hidayatullah Jakarta for the willingness to give input for the analysis of this research.

EXECUTIVE SUMMARY

At this time FEB UIN Syarif Hidayatullah Jakarta has problems within measurement the performance of lecturer within attainment Tridarma college. Lecturers as the drive wheels of business education are a main factor in determining the quality of academic education and an educational institution. Universities as educational institutions play an important role to improve the quality of teachers and provide academic programs that are good for the university. This research analyzes the existing problems in this institution uses Balanced Score Card as a research method for mapping the strategy and the vision and mission of the faculty and the university. After the Balanced Score Card, it will generate a Key Performance Indicator (KPI) as a guide in measuring faculty performance in achieving Tridarma College.

To analyze these issues, data collection started from interviews with officials who have a strategic function in the development of the faculty organization. Interviews are limited to knowing how the process of faculty development and performance measurement using existing guidelines from the government. Some stages are performed in this study are as follows:

1. Interviews with school officials starting from the dean, department chairman, and PPJM.
2. Collecting data from academic lecturers and PPJM.
3. Data collection of faculty performance reports for 2 years.
4. Data collection vision, mission and strategic plan of the faculty for five years.
5. Making the Balanced Score Card and Strategy Map for mapping faculty development strategy.
6. Preparation of Key Performance Indicator (KPI) to measure lecturer performance.

The results of this research is how to implement the balanced score cards and KPI as new guidelines for the measurement of faculty performance. Key Performance Indicator (KPI) indicates that there is a difference of 5% which should be improved for the development of

lecturers in higher education attainment Tridarma College. Reward systems are recommended to the faculty in the process of improving teacher motivation in producing quality research. The next recommendation is to accelerate the accreditation exercise of the journal as a forum for the collection of high-quality research.

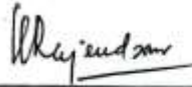
CERTIFICATE OF APPROVAL

We hereby declare that this Group Field Project (GFP) is from the student's own work and effort, and all other sources of information used have been acknowledged. This Group Field Project (GFP) has been submitted with our approval



[Advisor's name and signature]

Date: May, 9 2012



[Advisor's name and signature]

Date: May, 9 2012

DECLARATION

This Group Field Project (GFP) is a presentation of our original research work. Wherever contributions of others are involved, every effort is made to indicate this clearly, with due reference to the literature, and acknowledgement of collaborative research and discussions.

Also, this work is being submitted in partial fulfillment of the requirements for the degree of Magister Management Program and has not previously been accepted in substance for any degree and is not being concurrently submitted in candidature for any degree.

The work was done under the guidance of Professor _____, at the IPMI Business School.


A. Azmy
[Student's name and signature]
Date: May, 4, 2012


FAJAR D. H.
[Student's name and signature]
Date: May, 4th 2012


ANDRY SATYA
[Student's name and signature]
Date: May, 4th, 2012.


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Date: May, 4, 2012

In my capacity as advisor of the candidate's Group Field Project (GFP), I certify that the above statements are true to the best of my knowledge.


[Advisor's name and signature]
Date: