

Competency Improvement Novice Lecturer (PKDP)

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ARTICLE INFORMATION

ABSTRACT

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Competence is one of the objectives of a professional education program. Competency improvement is an effort to develop knowledge, skills, and attitudes that every teaching staff must carry out to get maximum results. The level of professionalism of lecturers needs to be improved to carry out their duties professionally. One way to improve the learning process is by increasing competence, especially in writing accredited articles and understanding the use of Mendeley. Based on the situation analysis, there is still a lack of understanding competence of novice lecturers at UIN Raden Fatah Palembang. Therefore it is the purpose of this activity to improve the competence of novice lecturers in writing accredited articles and understanding the use of Mendeley. The implementation method is carried out for 16 hours. The training was held for two days on Wednesday-Thursday, December 21-22, 2020, at the Santika Premiere Hotel Palembang by conducting an initial survey using google form internet media. The number of participants was 100 participants consisting of lecturers of UIN Raden Fatah Palembang. The first material was about writing accredited articles for novice lecturers. The second material is about how to understand the use of Mendeley. As a result of this training, the participants understood the writing of accredited articles and the use of Mendeley.

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I. PRELIMINARY

The stipulation of Law No. 14 of 2005 on lecturers mandates that lecturers are in professional positions so that they are required to have academic qualifications, competencies, and education certificates, be physically and mentally healthy and have the ability to realise national education goals. Therefore, the level of professionalism of lecturers needs to be improved to carry out their duties professionally.

Lecturers are part of the education teaching staff in the field of higher education who are assigned to provide learning for students; apart from that, lecturers must be able to improve the abilities that exist in themselves to support work performance to become a professional lecturer (Sudiyono et al., 2020).

Lecturers are professional educators whose main task is to transform, develop, and disseminate knowledge, technology, and art through education, research, and community service. To be able to carry out this task, a lecturer must have competence, namely educational, professional, personality and social competence (Kusnan, 2017). To realise the quality of lecturer performance as expected by all parties, it is time for the concerned higher education institutions and related parties to build a more effective and productive lecturer coaching system (Razak et al., 2016). Lecturers as teachers and educators are one of the main factors that determine the success of every education (Sjamsuri & Mulyani, 2019). The competencies possessed by lecturers will show the quality of lecturers when teaching (Nanang, 2022).

In the Big Indonesian Dictionary, improvement means raising, raising in the sense that all efforts to lift something from an initially low position to a higher position (Pagappong, 2015). Improvement is an

effort to increase the degree, level and quality or quantity. Improvement can also mean describing a change from a negative state or trait to a positive one (Sutrisno & Zuhri, 2019). The result of an increase is also characterised by achieving goals at a certain point (Sukri, 2019). Improvement is the process of raising something or advancing something to something better that is done gradually (Elihami & Saharuddin, 2018). One of the efforts made to improve a person's knowledge and ability to carry out their duties is competency development (Fajduani et al., 2021).

Competence is one of the objectives of professional education programs. Competence is the ability to do a job or task based on skills and knowledge (Prawiyogi, 2020). capability (includes a set of knowledge, skills, and behaviour) of a person (in this case, teachers and lecturers) in carrying out something which is obtained through education (Lubis, 2016). Competence is a combination of mastery of values and attitudes reflected as a way of thinking and acting in main tasks and activities. Competence also refers to the ability of individuals to carry out their primary duties and responsibilities to achieve quality standards in work performance or actual work products (Harto, 2018). Competence is a person's ability to perform their functions and duties optimally (Yulmasita & Sukung, 2020). Competency improvement is an effort to develop knowledge, skills and attitudes that every teaching staff must carry out to get maximum results (Ilyas, 2022). One way to improve the learning process is by increasing competence, especially in writing accredited articles and understanding the use of Mendeley (Setiadi, 2021).

Citation is an essential part of writing scientific articles. Usually, novice writers, scholars, students, and academicians commit plagiarism unintentionally. This is because they are not careful when quoting or citing. There is software that can be used to write citations that allow writers to process their reference documents and create groupings based on specific topics/categories. Today, various software offers many features that make the writer's job easier in tracking the authenticity of references. One of the reference and citation managers is Mendeley (Pramiastuti et al., 2020).

Mendeley is a reference management software and academic, social network that can help you. They organise research, collaborate online with other researchers, and find the latest research publications (Djamaris, 2017).

II. PROBLEM

Increasing the competence of novice lecturers is related to understanding the use of Mendeley. Thus the purpose of training activities is to increase the competence of novice lecturers (PKDP) and foster a culture of novice lecturers in writing reputable articles to increase their competence. The solution offered in improving the competence of novice lecturers is to create sustainable programs that start from simple things such as creating various kinds of lecturer academic accounts such as google scholar, garuda, Sinta, research gate, and sister, sustainable article writing workshops and others, until the condition, becomes a habit then enter the reputable article writing workshop program. The solution offered to help these problems is to conduct competency improvement training for novice lecturers. The target of this training is to increase the understanding of novice lecturers towards increasing competence for lecturers of UIN Raden Fatah Palembang.

III. METHOD

The activity was held for two days, on Wednesday and Thursday, December 21-22, 2022, at the Santika Premiere Hotel Palembang. The implementation involved the vice chancellor 1 of UIN Raden Fatah Palembang, the head of LPM, resource persons and the faculty of psychology of UIN Raden Fatah Palembang as the provider of training participants, venues and consumption. The participants were lecturers from the Faculty of Psychology and other faculties at UIN Raden Fatah Palembang, totalling 100 participants.

At the first meeting on December 21, 2022, a location survey was carried out before the activity. A location survey is an important stage in carrying out an activity.

At the second meeting on 22 December 2022, an initial survey was carried out by distributing questionnaires through the internet media google form, which participants immediately filled in. After conducting an initial study by distributing google forms, socialisation was carried out on how to use Mendeley for each lecturer. After the socialisation activity, an evaluation questionnaire was distributed to the participants to find out the participants' understanding of using Mendeley.

IV. RESULTS AND DISCUSSION

This activity aims to increase the understanding of novice lecturers towards increasing competence for lecturers of UIN Raden Fatah Palembang, which is still low in the understanding of novice lecturers towards making accredited articles and understanding the use of Mendeley. In writing, lecturers often have difficulties when looking for relevant references and difficulties when making accredited articles. Therefore this training activity was carried out.

The activity was held for two days with a total time of 16 hours conducted at the Santika premiere Hotel Palembang. The Faculty of Psychology UIN Raden Fatah Palembang prepared the action.

The first day of the activity began with an introduction which aimed to get to know each other and can create intimacy during the training. In the introduction, the participants mentioned their names and school backgrounds. This session ended with a thank you to each participant. The training was continued by working on a questionnaire through a google form. The purpose of this activity is to improve the competence of novice lecturers in writing accredited articles. Understanding is a skill in getting thoughts from an action.

Furthermore, in the second session, the resource person delivered material on understanding the use of Mendeley. Participants were very enthusiastic and excited in the session because, after the material delivery, the resource person also provided an opportunity for participants to ask about the obstacles of the participants in improving their competence as lecturers. The resource person also gave tips to the participants on how to improve their competence as professional lecturers.



Picture 1. Delivery of Mater from Resource Persons

The second day of the activity was held on Thursday, December 22, 2022, and an evaluation was carried out by distributing questionnaires via google Forms to the participants. Furthermore, after filling out the training questionnaire, the resource person explained the importance of understanding the use of Mendeley and increasing competence as a novice lecturer to become a professional teaching staff in their field. The resource person also motivated the participants not to be lazy in writing journal articles and also always to be enthusiastic in improving competence.

Table 1. Understanding of Activities

Level of Understanding	Pretest		Posttest	
	Total	%	Total	%
Good	14	14	85	85
Enough	56	56	12	12
Less	30	30	3	3
Total	100	100	100	100

Based on table 1 above, the results obtained at the time of the pretest were less than half of the participants who have a good level of understanding of how to write accredited articles on novice lecturers and understanding the use of Mendeley as much as 14% before the socialisation, and after the socialisation of the posttest results in more than half of the participants have a level of writing accredited articles on novice lecturers and understanding the use of Mendeley as much as 85%.

After a series of training activities, the participants, who were lecturers from UIN Raden Fatah Palembang, experienced changes. Namely, participants were able to understand how to write accredited articles on novice lecturers and understand the correct use of Mendeley. This can be observed from the evaluation results at the end of the activity. The evaluation results show that as many as 97% have begun understanding how to improve competence and use Mendeley.

In conducting this research, in addition to citing and discussing existing theories and by this research, a review of previous research is also carried out to help researchers understand the problems to be discussed with a more specific approach. Here are some previous research results related to improving the competence of novice lecturers in writing accredited articles and understanding the use of Mendeley. Previous research from Syarbaini Syarbaini, J Nurhawani entitled Improving Teacher Competence and Arabic Language Training for Santri at Dayah Alkamariyah Gampong Beunot, Syamtalira Bayu District, North Aceh, Nusantara Journal of Community Service 3 (2.2 February), 1589-1595, 2023. Based on initial observations, the problems that arise at the service location regarding teacher competence, especially regarding learning methodology in the day. The problems are experienced by students who want to learn to master Arabic, but the resources in the Dayah are somewhat constrained. The objectives to be achieved in this PKM include 1) To understand and master basic Arabic conversation by students. 2) To understand and make Classroom Action Research for Teachers 3) To understand and implement Dayah Al-Kamariyah E-Learning learning. The method used to achieve the objectives of this PKM is participation-based service which is more familiarly known as Participatory Action Research (PAR). Some of the results that have been achieved in this service are Teachers who have not previously been able to carry out classroom action research but, after this training, have been able to do so. Likewise, with the e-learning learning method, the teacher in the village has been able to master both the method and design power points through handphone media.

After the training session, the event was closed with a group photo of the participants, committee and resource persons.



Picture 2. Activities to Improve the Competence of Novice Lecturer

V. CONCLUSION

Conclusions can be drawn from the evaluation results of training activities to improve the competence of novice lecturers in writing accredited articles and understanding the use of Mendeley. As many as 97% of participants understood the material explained by the resource person during the training activities.

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