The Development of IT- Based Human Resources in Universitas Diponegoro

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Abstract. Universitas Diponegoro (Undip) is a legal entity State University. Therefore, Undip is required to improve the quality of service. Human resources are the important aspect in improving services in Undip. The development of human resources in Undip is necessary; in the form of learning task, research and dedication, training, comparative study, professorships program, awards, coaching and career development. In this modern world, one aspect that needs to be considered is the ability of human resources in using IT. For example, Undip has to make sure that lecturers are required and able to write published scientific journals online. This research concluded that the success of human resource development in Undip depends on th Rector, employee commitment in the field of human resources of Undip, and the role of the Institute for Research and Community Service (LPPM) in encouraging and monitoring the implementation of research, dedication, and training.

Keywords: **Human Resources; Development; IT.**

1 Introduction

In global era, the role of technology and information greatly determine the development of an institution. Public institutions cannot hardly avoid the role of it which shifts and replaces certain role of a person in organization. The use of information technology and communication in administering government known as electronic government. E-government involves the use of information technology as a tool to help run system of government even more efficiently.

The countries of the world together through the United Nations (PBB) launched millennium development goals (MDG). A development paradigm such MDG is a global summit conference which was founded by KTTMI (world summit on the information society) by 189 member states of the United Nations in New York in September 2000. In order to support the world summit on the information society for MDG attainment, a variety of other state in parts of the world had implemented e-government with strategy that has been adjusted the social condition each geographical size and political.

The introduction of electronic government in Indonesia since 2001 through presidential No. 6 years 2001 about telematics (telecommunications, media and information) stated that government officials have to use telematics technology to support good governance and accelerate the democratic process. Then issued presidential No. 3 years 2003 on policy and national strategy of e-government development, which is serious steps for Indonesian government to use information technology and communication in government processes and create IT-based Indonesia society.

The use of e-government in Undip is not only to improve the quality of services but also the performance of it as a college. The utilization of e-government are highly developed to improve the service of Undip. One of which is the use of e-government in its human resources management. The number of human resources in Undip is 3981 people consisting of teachers and teaching staff. The human resources are not only as a civil servant but also non civil servants permanent staff and contract. The number of human resources who many and varied certainly need proper management to support the performance of Undip. As we know that the existence of human resources is an important factor

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in an organization.The quality of an organization or institution is strongly influenced by its high-quality human resources. With the introduction of e-government program development in human resources management of Undip is expected to create the effective and efficient human resources management.

The IT ability of teachers and teaching staff in Undip is still not mastered yet by all of them. Considering there are still primary school-graduated staff. This inhibits the use of e-government in human resources management in Undip. Besides education level, another factor that affects the ability of someone to master information technology is age. The age takes effect on the ability of mastering information technology. A young age is more familiar with technology than an old age. The age plurality of human resources in Undip influences on the difference of access and ability in using e-government program to manage human resources. It causes the occurrence of the digital gap for human resources in Undip environment .This phenomenon excites researchers to assess the application of e-government program in human resources management at Undip and factors that affect the success of e-government application in human resources development at Undip. Undip is one of the universities that is concerned about environmental issues. Universities that have such attention are referred to as green campuses. Green campus can be achieved if the university has a good database system. Therefore writer discusses about human resources database in Undip.

2 Methodology

This research approach uses the descriptive qualitative research. This research was intended to get a regarding the electronic government application developed at Undip in human resource development. The kind of data are primary and secondary data. The primary data was obtained through interviews and observations about issues concerned with the human resources development at the university. The secondary data are, book, journals and research relating to human resource based on information technology at the university.

The research instrument is the researchers himself helped by the research tools such as camera, stationery, guidelines, and voice recorder. Researchers used "purposive" technique, "technique of taking the informants or data source by consideration and a particular purpose". The consideration is to simplify in understanding activities that would be examined. Informants were those who were aware of the required information that are the vice rector of resources Undip, human resources director Undip the deputy director of human resources UNDIP, the head of employment Undip, staff of employment Undip Data Analysis

technique using a theory of Miles and Huberman[1] said three steps of analysis data are reduction of other data, provides the data, and draw a conclusion. The following data on education level of human resources in Undip :

Table 1. Lecturer Data Based On Education Level

No	Education Level	Total
1.	S3	609
2.	SP-2	5
3.	S2	948
4.	SP-1	64
5.	S1	9
6.	S1 Profession	7

Based on the table of Lecturer based on education level , Undip teachers with Doctor degree is about 609 people and the rest is S2 and S1 degree .Supposedly; With the high level education; teachers in Undip would not have any difficulty in the use of e-government. But, not sure there are still primary school-graduated staff. Following the teaching staff data based on education level.

Table 2. Teaching Staff Based On Education Level

No	Education Level	Total
1.	D1	2
2.	D2	2
3.	D3	179
4.	MA	6
5.	MI	2
6.	S1	337
7.	S1 Profession	8
8.	S2	54
9.	Primary School	44
10.	High School	382
11.	Vocational High School	46
12.	Junior High School	85

From the table of teaching staff based on education level in Undip there are still many primary school graduated .This inhibits e-government use in human resources management in Undip. So , the human resource development is indispensable .The following data is about the age of human resources in Undip:

Young age is very dominating, this affects e-government application program in human resources management. It is because, a young age is more literate technology compared with an older age. The civil affairs done by administration bureau of general and financial and in the future will under the directorate human resources in Undip. BAUK Undip duties and functions of planning, recruitment, selection, and dismissal of employees, orientation and placement of employees, the development of career, and remuneration, awards, and sanctions follow sop. Employment information Undip

accessible through http://kepegawaian.undip.ac.id/ This page loads or connects with human resources from which includes the system for receiving candidates in Undip, the list contains degree of civil servants on Undip (http://e-duk.apps.undip.ac.id/) and surveying human resources to the public in Undip (http://www.survei-sdm.apps.undip.ac.id)/

3 Discussion

Study duty is one of Undip program to human resources development in Undip area .It carried out by lecturers and Teaching staff in accordance with SOP. Number of lecturers in Undip with doctor degree is 35,6 %. Considering the number of doctor who has not reached 50 percent of the overall number of fixed lecturers, Undip bridges lecturers to finish study duty .Scholarship assistance program also become a bridge for lecturer to implement study duty .In addition, Undip also makes the burden light for SPP in the implementation of study duty .It is stipulated in the rector Undip No. 17 year 2016. The following are Data contains lectures follow study duty:

Table 5. Lecturer who participated in Study Duty

No.	Activity increasing Competency	The Total of having the Duty			Total
		TS-2	TS-1	TS	
1	Without Title	507	549	954	2010
2	S-2/Sp-1				
3	S-3/Sp-2	43	31	30	104
Total		550	580	984	2114

From the table above; the amount of lecturers who follow study duty is 2114 lecturer. S-3 about 104 lecturer and 2010 without a title .The number is so many .Undip is not kidding in improving the qualifications and competence of human resources. Hence, undip encourage lecturer to do the study.

Table 6. Academic Staff that Participated in Study Duty and Functional Training

No.	Activity Increasing Qualification and Competency	The Total of Doing the Duty			Total
		TS-2	TS-1	TS	
1	Without Title (Training)	42	43	428	513
2	Skill/ profession	7	20	28	45
3	S-1		4	13	17
4	S-2	1	2	5	8
5	S-3				
Total		50	69	474	593

From the table above, the academic staff that do study duty is 539 people for its inhabitants consisting of 513 without title, 45 people with skill/professional, 17 is an undergraduate title, and 8 is in master degree. This suggests the study duty is not just for the lecturers, but also academic staff; have the right to learn to undertake the task.

Another form of human resources development implemented by Undip is research and devotion. These held by LPPM (research and devotion institutes for Society) community .The training of lppm is article writing, national or international journal, and manuscript writing assistance, while in education and teaching field, Applied Approach (AA), E-Learning, Communication Media and ISS-IT.

Every lecturer who do research/activity implementer required to fill logbook activities .All the reports of the budget use , upload progress report; the final and the output of activities. Researchers access/implement these activities through from http://simlitabmas.dikti.go.id. A lecturer in Undip area also arranges and posts indexed international publication; publication on accredited national journal, publication on national journal, publication of a book, patent and HAKI. It is also a human resources development program for lecturers to continue workin. Research and devotion exercised by lecturer be monitored by LPPM internally and externally by the directorate of research and devotion (DRPM) Ministry of Technology Research and High Education .In addition, monitoring and evaluation implemented in a classroom and online .Monitoring for researchers done with presentation, discussions with reviewer, checking her research in the form of a seminar as renderer, publication of a book, journal, patent or haKI .

Human resources development to academic staff in Undip area is training in Undip and the outer. This training was aimed at to increase the competency of academic staff .Academic staff can participate skill training held by Integrated Laboratory UPT Undip; LP2MP, LPPM, Library UPT; public relations UPT; integrated laboratory UPT conduct training of analysis in the laboratory for technicians and PLP (laboratory education Institutions). Plp (laboratory education institutions) and technicians also get training for scientific work of LPPM. The training carried out is workshop done by engineering faculty of Undip about the development of academic information system (SIA) based on feeder from a database of DIKTI, pre appointment for civil servants. Some staff in Undip also implements international training .Such as the activities of library UPT in Elsevier e-book 2014-2016 forum.

The carrier coaching of human resources Undip organized by a unit .The training is for academic staff . The functional computer coaching for academic staff refers minister decree state apparatus empowerment no.66/Archipelago/m.pan/7/2003 on office functional computer institutions and the

credits .Career development for academic staff in Undip was done in a systematic, in accordance with the purpose of developing , achievement and individual interest, and watching opportunities .Some procedures and regulation which control career development of human resources Undip of them is the regulation no 3 2016 .The rector of regulation Undip No.1 2017, the minister of empowerment state apparatus and bureaucratic reform No.3 2010.

4 Conclusion

Some forms of human resources development in Undip are study duty, research and devotion, training, comparative studies, professorships program, rewards, coaching and career development. The output of research and devotion that is in the form of journal, articles that must be in published. A form of human resource done by Undip was aimed to increase qualifications and competency of human resources in Undip. The success of human resources in Undip from top manager that is rector, staff commitment that always hold human resources development program, and the role of LPPM in propelling and monitoring the implementation of research, devotion, and training.

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