

ANALYSIS OBSTACLE FACTORS OF LECTURERS' RESEARCH RESULT PUBLICATION

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Abstract

This research aims is to raise awareness of lecturers in publication of research results to the variety of Journal. This study used a qualitative approach. Data was taken from a random sample of some lecturers in UNISMA Bekasi city . Research result found out that there are only 5% lecturers that have been published research results routinely, this conditions is very low level. The low level of awareness publication of research results lecturers is caused by: 1) the lack of lecturers research, 2) the lack of writing journal skills, 3) the lack of mastery of English, 4) inactive in looking for journal in sites, 5) the lack of information on seminar or conference events to send journal and to do presentation, 6) lack of incentives from institutions.

Keywords: *Lecturer, Research, Publication*

INTRODUCTION

The rapid development of science makes educational must be able to answer the challenge quite rapidly. Lecturer is a professional educator and scientist with the main task to transform, develop, and disseminate science. Professionalism is an important demand for lecturer in education. A professional lecturer is lecturer who is always able to answer any challenges and has high-performance. Professional Lecturer is someone who can do improvement and abble work with responsibility. In Indonesia, responsibility of lecturer is carrid out on "Tri Dharma College" consists of: 1) teaching, 2) research and 3) community service.

Research is the process of collecting, processing, analyzing, and concluding base on theory and concept in order to solve the

problem for a particular purpose. Researches use thought, scientific reasoning. Research has two types namely quantitative research and qualitative research. A research must consist of title, background problem, the identification of a problem, restrictions problems/ focus problem, problem formulation, goals and benefits of research, grounded theory is place of research method, the data source, data analysis and systematics discussion and references to be used.

Benefits of lecturer research are to produce science, analyze and conclude an opinion, solve problem and improve aspects of life human resources , and will effect improvement of welfare both in micro and macro. The importance of this research is not just a slogan, but it should be able to increase people's lives. This is

the reason why lecturer research results must be published, hopefully it can be read, understood, and applied wider range.

Publication is announcements and publishing. while understanding of publication is announced or publish something through media in order to be known and spreaded, and by publishing the lecturer productivities are announced, when result of research published through certain media it will be known and widespread. publishing lecturers' result of research is a must, because that is the performance of a lecturer in doing "Tri Dharma College", particularly research, also the advance and improvement of science will increase quality of human life. The Research Result Publication is part from text communication. The communication is the process which someone does relationships to group, organization, community and enviroment.

In Regulations, Indonesia began to assess between performance lecturer is generating the publication of research results. Performance assessment this is a form of the recognition of the importance of the publication of lecturers' research results. Now, demands of the publication of research results for the lecturers in not negotiable.

The low level of publication lecturer research results must be anticipated soon.

This is my background research. The research questions are:

1. What are the inhibit factors for lecturers to do publication of the research results?
2. How to improve the performance of lecturers in published research results?

METHODOLOGY

The research aims to raise awareness of lecturers in publication of research results to the variety of Journal. And my research is using the qualitative research that the study with reasoning inductive (bottom-up) to obtain the knowledge. Data is taken from the analysis of the documents /literatures, observation, interviews to some lecturers fixed and leader in academic affairs in Islamic University '45, in the city Bekasi in 2017.

DISCUSSION

1. Obstacle factors on publication of research result

From the observations result is known that lecturer in Islamic University '45' Bekasi who have done research about 75%, But it is found that lecturers are less motivated to do research, They don't have a strong motivation said leader for academic affairs in Islamic University '45' in the city Bekasi, it is showed that the

level of lecturer publish the research results is found very low, that it is only 5%.

low level of publication lecturer is a serious problem, because the publication of the research results from lecturer is part of lecturer performance. Payaman Simanjuntak explained that poor performance problem is caused by internal and external.

Lecturers who have conducted research (75%) . It shows the ability of lecturers to do research. However their motivation to create a passionate climate on research lecturer still less. The fact shows that among lecturers have problem on reading and writing habit. They need to create reading and writing culture. According to Burhan Bungin, there are obstacle factors research, namely: 1) hearing culture is more dominant than reading and writing culture in society . 2) very low incentive on paper. 3) lack of scientific thinking in community. 4) the low spirit of exploring the science.

From interview with Yufiarti, who is a professor from State University of Jakarta, and to some lecturers in Islamic Univerdity '45' in Bekasi city, it found out that publication of the results research is low level, it is because" 1) the lack of faculty research. 2) the lack of writing skills Journal. 3) the lack of English mastery. 4) inactive finding opportunities

on Journal site. 5) the lack of information seminar or conference event to send the Journal and do the presentation. 6) the lack of incentives given by institutions. That condition cause lecturers are reluctant to publish their research results in journal or proceeding in international konference. If they don't publish their journal, the benefits of the research can't improve and develop aspects of life of people and human resources, and of course it can't improve welfare both in micro and macro, because it is only store or hidden. And how can the lecturers be agent change in education sector? The research result is part of lecturers performance, it shows their competence and professionalism.

2. The lecturers publish research results is important

The world is change constantly and the development of education journalists grow rapidly. Educator must be able to adaptation to transformation. Now All of educator must do research in order to improve learning in class. The lecturer research has 3 objektivies, namely: 1) discovery, 2) verification, 3) developmen to knowledge. Research type are varies: 1) research by destination (pure research, applied research), 2) research by method (survey research, expost Facto research, experiment research, naturalistic research,

Policy research, action research, evaluation research, history research), 3) research by level of explanation (deskriptive research, comparative research, and asosiative research), 4) research by data and analysis (quantitative research and qualitative research) there are many kinds of researches, no no reason for lecturer to avoid research. the more they do research and the more improved lecturers are, They will be more competent and professional.

After that, lecturers must publish it too. If the papper publish in accredited journal National or International the lecturers will get benefit. Publishing journal is hunted many lecturers because many lectures don't have confidence on writing journal. if lecturers have the opportunity to be presenter in National or international conference, the research result will automatically be published, it will make them proud because it is kind of intellectual competition and competence. Education is building competence of human resources. Education Graduate competent is influenced by lecturer competence. Then to build and improve the competence, must be starting from educator, specially lecturers who are agent of changes. Lecturer should start to build reading, writing, and scientific thinking culture. The lecturer have to do a

responsibility in performing Tri Dharma College, particularly in the research.

As an educator, a lecturer is not only has scientific and writing ability but also as an agent of change. In order to improve the lecturers' motivation on doing research, they should be awarded on research. that would make them be happy in doing research in education. High motivated lecturers will write and do research and publish it. that can be started by building reading habit. It is proved in Japan that the culture of reading improve the culture of writing. by maintaining reading culture it will make lecturers rich of knowledge and have a number of references, relevant references, know more reliable sources from references. There are regulations in writing research, among other: 1) free from plagiarism, 2) use data, 3) has a number of books, reference 4) refer to scientific journals both National and international. Ibnu Muthi said that lecturers' skill on papper writing also have to follow requirements reseracher as follow: 1) have knowledge, 2) logical thinking, 3) understand the methodology and 4) know technical how to And awareness of writing research should be followed by awareness of publishing it in a Journal.

"Roles of thumb for writing research articles and published" by Tomislay Heng and Michael Gould, explains how to write a

good articles are: 1) argument is clear, logical, coherent and focus, 2) well writing structure, 3) paper is published and read, 4) writing purpose is according to audiences, 5) avoid things that are not important, like talk then revise, 6) abstract is short but describe the whole idea (what is done, what is found and what is the main conclusion).

After knowing techniques how to write the good Journal, than lecturers must publish their journal optimally. There are some success factors for lecturers to be able to publish research, especially in the international Journal or proceeding in international conference, among others: 1) mastery of English, 2) active in looking for journal in Journal sites, 3) care about information on a seminar or a conference event, 4) know the techniques of registration and how to send Journal, 5) able to perform a presentation, and 6) has a financial.

After knowing techniques on how to write the good Journal, next step lecturers have to be aware of journal publication. Lecturers research will be significant with publication. And motivation of lecture to publish their research is also significant. to make those all possible is another factor. Among others: 1) The role of leadership, 2) Publication Culture in education, 3) Support from institution, and 4) the role government as regulator and fasilitator.

3. The role of leadership

The low level of awareness publication of results of lecturers research is due to some obstacle factors namely: 1) the lack of lecturers research, 2) the lack of writing journal skills, 3) the lack of mastery of english, 4) inactive looking for journal on journal site, 5) the lack of information seminar or conference event and lack information on where to send journal and do the presentation, 6) the lack of incentives from institutions. To answer those obstacle factors, it needs a good leadership in University, who can do manajemen functions well as below: 1) makes visi (planning research publication program), 2, develop organization culture, 3) create synergies, 4) create changes, 5) motivate lecturers 6) apply reward and punishment system, and able be effective manager. As Wirawan says (2013:64) about leadership function. the answer for all problems, leader must own vision leadership style, transformational leadership style, charismatic and has competence. The education organization or institution need leader who is able to influence followers to achieve goals. Unisma leaders are Rektor, head of faculty, head of Study program. further more, lecturers need leaders who are care, have more understanding to improve lecturers

competence and help lecturers to manage research result of publication system.

4. Research result publication culture in organization

Lecturers need to support from environment of organization. Colcuit et al (2009:547) explain that organizational culture is as social understanding between members of the organization. To build competence of lecturers, give motivation for lecturers who are to perform their tasks. They need community to be together to apply research for publication culture. they have to be same perception, the same needs and vision, they struggles together in doing actions. that will make lecturers will be happy, they won't feel overloaded to do research result and publish it. they will compete to be better.

5. Support from institution

Supporting Institution is very important. Institution is as fasilitator to lecturers. It will appreciate lecturers if they can publish research. the support for the lecturer could be come in form of gift or supporting fund, or give them rewards to make them more motivated to do research and publish the jurnal both nationally and internationally. Every college is different in giving awards. In Unisma, job functional jobs have been improved and given award.

Hopefully support from institution will be better because many lecturers need better financial support.

6. The role government as regulator and fasilitator

After the leader, the organization and the institution supporting system, it is important to achieve the objective of the institution's mission and vision. lecturers' research publication also need role government, The government has big power, so it is most important. It can give the policy for education about regulation and fasilitation of research publication. they must know that the benefits of research of lecturer are to produce science, analyze and concluded opinions, as problem solving and improve some aspects of life and human resources , and it could improve welfare both in micro and macro. It is important to make better policy. And government should care and be a fasilitator for lecturers to be able to publish their journal or article or papper, because they have obstacle in their finance. Especialy in international journals is not easy and cheap.

CONCLUSION

The obstacle factors of lecturers research result publication are 6 factors, namely 1) the lack of lecturers research, 2) the lack of writing journal skills, 3) the lack

of mastery of english, 4) inactive looking for site site in the journal, 5) the lack of information event seminar or conference and to send lecturers journal and do the presentation, 6) the lack of incentives from institutions.

To answer that factors, so the lecturers must improve their competence, and improve their motivation to publish their research result to journal both nasionally and internationally. Than they need supporting from 1) leader in campus, a good organization culture, 3) supporting

from their institution, and a good government supporting.

SUGGESTION

- 1) lecturers have to build the research ability by improve their competence, Than they must publish their research results in journal both nationally and internationally by improve knowing how techniques to write the good Journal.
- 2) The leader, organization, institution and government must give support them as regulator and facilitator.

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