

**Manajemen Sumber Daya Manusia: Pengadaan dan Retensi Dosen
(Study Kasus di Sekolah Tinggi Ilmu Kesehatan Avicenna Kendari)**

Disertasi

Diajukan untuk memenuhi sebagian dari persyaratan
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Oleh :

Nasir
1506933

**Program Studi Administrasi Pendidikan
Sekolah Pascasarjana
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LEMBAR PENGESAHAN

**Manajemen Sumber Daya Manusia: Pengadaan dan Retensi Dosen
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Disertasi
Disetujui dan Disahkan oleh Panitia Disertasi:

Promotor Merangkap Ketua



Prof. Dr. H. Djam'an Satori, M.A

Ko-Promotor Merangkap Sekretaris



Prof. Dr. Hj. Aan Komariah, M.Pd

Anggota



Dr. Taufani Chusnul Kurniatun, M.Si

Disetujui oleh

Ketua Program Studi Administrasi Pendidikan
Sekolah Pascasarjana
Universitas Pendidikan Indonesia



Prof. Dr. Hj. Aan Komariah, M.Pd
NIP. 19700524 199402 2 001

PERNYATAAN KEASLIAN TULISAN DAN BEBAS PLAGIAT

Saya yang bertanda tangan di bawah ini:

Nama : Nasir
NIM : 1506933
Program study : Administrasi Pendidikan

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Yang membuat pernyataan,




Nasir

ABSTRAK

Penelitian ini bertujuan untuk mengeksplorasi pengadaan dan retensi dosen sehingga bisa dikembangkan sebuah model atau pendekatan untuk menyelesaikan masalah *turnover*. Didasari oleh semakin banyaknya perguruan tinggi bermunculan membuat kompetisi semakin ketat. Mau tidak mau, perguruan tinggi harus mengedepankan kualitas sebagai ujung tombak untuk memenangkan persaingan tersebut. Salah satu komponen yang harus diperhatikan untuk memenangkan kompetisi ini yaitu tata kelola dosen. Berdasarkan penelitian awal, masalah terbesar berkenaan dengan tata kelola dosen khususnya di STIKES Avicenna Kendari adalah tingkat *turnover* dosen. Strategy yang diperlukan untuk memelihara tingkat *turnover* yaitu mengoptimalkan fungsi pengadaan dan retensi dosen. Peneliti menggunakan metode wawancara, observasi dan analisa dokumen untuk mengumpulkan data yang diperlukan. Sedangkan survey online (*google form*) digunakan untuk melihat respon sehingga bisa diketahui tingkat kelayakan model yang dikembangkan. Adapun teknik analisis yang digunakan adalah model analisis interaktif dan analisis konten. Penelitian ini menyimpulkan bahwasannya: pengadaan dosen di STIKES Avicenna Kendari meliputi tahapan-tahapan: 1) analisa kebutuhan, 2) analisis pekerjaan, 3) rekrutmen dan seleksi, serta 4) penempatan dan penugasan. Sedangkan retensi dan strategi mempertahankan dosen di STIKES Avicenna Kendari meliputi: 1) pengembangan dosen, 2) menjaga mutu lingkungan kerja, serta 3) pemberian kompensasi dan penghargaan. Peneliti juga menilai jika pimpinan STIKES Avicenna kendari mengontrol secara penuh semua kegiatan pengadaan dan retensi dosen. Implementasi konsep Manajemen Sumber Daya Manusia (pengadaan dan retensi) tersebut, hanya sebatas taat administrasi, tetapi belum pada tataran pelaksanaannya di lapangan. Sedangkan hasil pengujian bahwa model rentensi SDM adalah SANGAT LAYAK.

Kata kunci: Manajemen Sumber Daya Manusia, Perguruan Tinggi, Pengadaan SDM, dan Retensi SDM.

Abstract

This research aims to explore the procurement and retention of lecturers. By result of exploration, a model or approach developed to solve the turnover deals. Based on the increasing number of universities, the competition is getting tougher. Like it or not, universities must prioritize quality as the spearhead to win the competition. One component that must be considered to win that competition is lecturer governance. Based on preliminary research, the biggest problem with regard to governance of lecturers, especially in STIKES Avicenna Kendari was the level of lecturer's turnover. The strategy needed to maintain turnover rates is to optimize the procurement and retention functions of lecturers. Researchers used interviews, observation and document analysis methods to collect the required data. While the online survey (Google form) was used to view responses so that the feasibility of the model being developed can be seen. The analysis technique used was an interactive analysis model and content analysis. Present study concludes that: the procurement of lecturers at Avicenna Kendari STIKES includes the stages: 1) needs analysis, 2) job analysis, 3) recruitment and selection, and 4) placement and assignment. Meanwhile the retention and strategy of maintaining lecturers at STIKES Avicenna Kendari include: 1) lecturer development, 2) maintaining the quality of the work environment, and 3) providing compensation and awards. The researcher also assessed that the leadership of STIKES Avicenna Kendari fully controlled all the procurement activities and lecturer retention. The implementation of the concept of Human Resource Management (procurement and retention) is only limited to administrative compliance, but not at the level of implementation. Furthermore, the test of model revealed that it was VERY WORTH.

Keywords: Human Resource Management, Higher Education, HR Procurement, and HR Retention.

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4. Peraturan Menteri Pendidikan dan Kebudayaan Nomor 12 Tahun 2012 tentang Pendidikan Tinggi.
5. Undang-Undang Republik Indonesia Nomor 13 Tahun 2003 Tentang Ketenagakerjaan.
6. Undang-Undang Republik Indonesia Nomor 14 Tahun 2005 Tentang Guru dan Dosen.