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## **One Extraordinary Lecturer One Article Indexed Minimum Sinta 3 Program to Improve Writing and Research Skills of Extraordinary Lecturers**

**Ika Agustina<sup>1</sup>, Nasrudin<sup>2</sup>, Rommel Sinaga<sup>3</sup>, Reniwati Lubis<sup>4</sup>, Syahripal Putra<sup>5</sup>**

Politeknik Negeri Media Kreatif<sup>1,2,3,4</sup>

SMAN 19 Medan<sup>5</sup>

Email: [ika.agustinapolimedia@gmail.com](mailto:ika.agustinapolimedia@gmail.com)<sup>1</sup>, [nasrudin.polimedia@gmail.com](mailto:nasrudin.polimedia@gmail.com)<sup>2</sup>,  
[rosinaga24@gmail.com](mailto:rosinaga24@gmail.com)<sup>3</sup>, [reniwatilubis2015@gmail.com](mailto:reniwatilubis2015@gmail.com)<sup>4</sup>, [syahripalputra@gmail.com](mailto:syahripalputra@gmail.com)<sup>5</sup>

### **Abstrak**

Penelitian ini bertujuan untuk mengetahui (1) program "satu dosen luar biasa satu artikel terindeks minimal sinta 3" dalam meningkatkan kemampuan menulis dan meneliti dosen luar biasa; (2) urgensi publikasi ilmiah dosen. Dalam penelitian ini digunakan metode deskriptif kualitatif. Adapun sumber data yang digunakan dalam penelitian ini penelitian terdahulu yang relevan dengan kajian penelitian. Teknik pengumpulan data dalam penelitian ini yaitu dengan membaca sumber-sumber yang relevan dengan kajian penelitian kemudian memilah data yang akan dicantumkan. Langkah terakhir dalam metode penelitian yakni melakukan analisis dengan menggunakan perspektif Miles dan Huberman mencakup penyajian data, reduksi data, dan penarikan simpulan. Hasil penelitian ini menunjukkan bahwa; (1) aspek kemampuan menulis dosen luar biasa yang perlu ditingkatkan berupa program pelatihan dan pendampingan dosen dan program training of trainer, sementara aspek meneliti dosen luar biasa yang perlu ditingkatkan berupa program klinik jurnal ilmiah dan pelatihan reference manager; (2) Di perguruan tinggi, artikel ilmiah yang terpublikasikan di jurnal bereputasi menjadi salah satu komponen yang penting dalam meningkatkan nilai akreditasi universitas. Bagi dosen, keharusan publikasi ilmiah dari Pemerintah, dapat mendorong dosen untuk meningkatkan kualitas, kuantitas penelitian dan publikasi ilmiah.

**Kata Kunci:** *Kemampuan, Menulis, Meneliti, Dosen*

### **Abstract**

This research aims to determine (1) the program "one extraordinary lecturer, one article with a minimum index of 3" in improving the writing and research skills of extraordinary lecturers; (2) the urgency of lecturers' scientific publications. In this research, a qualitative descriptive method was used. The data sources used in this research are previous research that is relevant to the research study. The data collection technique in this research is by reading sources that are relevant to the research study and then sorting the data that will be included. The final step in the research method is carrying out analysis using Miles and Huberman's perspective, including data presentation, data reduction and drawing conclusions. The results of this research show that; (1) aspects of extraordinary lecturers' writing skills that need to be improved are in the form of lecturer training and mentoring programs and training of trainer programs, while research aspects of extraordinary lecturers that need to be improved are scientific journal clinic programs and reference manager training; (2) In higher education, scientific articles published in reputable journals are an important component in increasing the value of university accreditation. For lecturers, the requirement for scientific publications from the Government can encourage lecturers to improve the quality and quantity of research and scientific publications.

**Keywords:** *Skills, Writing, Researching, Lecturer*

## INTRODUCTION

Lecturers as a profession in the educational aspect always work to develop their competencies. Competency development has urgency and influence for lecturers. One of the competencies developed in lecturers is professional competency. A lecturer is a professional educator with expertise, responsibility in teaching, ability to master material and comprehensive learning planning, and has the ability so that the teaching and learning process can reach an optimal level (Warsita, 2017). In line with the statement of Simbolon (2017), lecturer competence is related to professionalism, namely that a professional lecturer is a component (capable) lecturer. This means that lecturers' professional competence means the ability and authority of lecturers to carry out their profession with high ability (Soraya, 2018).

Efforts to realize the professional competence of a lecturer can be done by writing scientific articles in reputable and ISSN journals. Lecturers have the responsibility to write scientific articles for several purposes, including improving skills, applying for functional positions, and accrediting study programs. The writing of scientific articles is part of the lecturer's work which is published in the public interest (Suprayitno, 2019). Scientific publications intended for lecturers are a form of obligation in functional positions or academic positions. As stated in Article 46 (2) of Law No. 12/2012 and Article 44 (5) of the Minister of Research, Technology and Higher Education Regulation No. 44 of 2015, research results have no confidentiality, no disturbing elements or even negative or dangerous leads. general elements which are then disseminated through seminars, patents, publication in journals, or other means aimed at conveying and informing the public about the results of research.

It is also confirmed in the Regulation of the Minister for Empowerment of State Apparatus and Bureaucratic Reform (PAN RB) Number 17 of 2013 and the Regulation of the Minister of Education and Culture Number 92 of 2014 which basically states that in the process of promotion to an academic position a lecturer is obliged to publish in a nationally accredited scientific journal. as well as reputable international journals. Thus, the emergence of this policy provides full support for lecturers to be more productive in producing scientific publications in relation to increasing Indonesia's competitive ability globally in the realm of publications.

The advancement of access to technology now makes it easier for lecturers to carry out scientific publications. Thousands of scientific works in the form of theses, theses, dissertations, as well as scientific journal articles, seminar proceedings can be accessed quickly. So in the current condition it can be said that someone will no longer carry out research to search for reference sources manually in the library which takes a relatively long time (Ginanjari, 2018).

Meanwhile, the Indonesian Government has a high commitment to encouraging and accelerating the number of scientific publications. These government provisions have been regulated in Law no. 12 of 2012, Minister of Research, Technology and Higher Education Regulation No. 44 of 2015, PermenPANRB No. 17 of 2013 and Minister of Education and Culture Regulation no. 92 of 2014. This obligation is supported by funding stated in Law Number 12 of 2012 that universities receive State University Operational Assistance (BOPTN) where at least 30% is allocated for research activities. Meanwhile, regarding the number of international publications, the Ministry of Research, Technology and Higher Education's 2015-2019 Strategic Target Performance Indicators were also obtained with targets namely 5,008 (2015), 6,229 (2016), 7,769 (2017), 9,689 (2018), and 12,089 (2019). For this reason, the Directorate General of Strengthening Research and Development has designed a work program related to publications, including: training in writing international and national scientific articles; international journal article incentives; training of lecturers as prospective assessors for accreditation of scientific periodicals; journal internationalization assistance; electronic journal management and accreditation training; assistance with management/governance of electronic journals; as well as providing scientific references for lecturers for research.

Please note that the scientific publication category is published in several types of scientific journals such as local, national or international. Local scientific journals are campus journals, journals for student associations, and journals related to regional libraries. National level scientific journals are journals published nationally and have a nationally indexed reputation that is accredited or non-accredited. For example, national journals are accredited by Dikti Kemdikbud and journals by the Indonesian Institute of Sciences (LIPI). International scientific journals are journals that have an international category and reputation (Hantono, 2021).

Research that discusses lecturer research programs in improving lecturers' writing and research skills has several points of view. Wahli et al.'s research (2022) found that the training and mentoring program for lecturers as trainers is expected to be able to provide answers and solutions to curiosity and all problems that might become obstacles for researchers, especially in the lecturer academic environment. The aim of this training is, apart from improving the quality of scientific article writing by lecturers, it is also aimed at producing a trainer who is skilled in the field of writing

scientific articles in reputable journals, both on a national (SINTA) and international scale (Scopus or WoS). It is hoped that this activity will be useful for all academics, especially lecturers, in developing writing skills in their respective fields of expertise.

Budiwan's research (2021) stated that the success of scientific article writing training was due to the willingness and encouragement of lecturers to write published scientific articles. Training on writing scientific articles for national journals SINTA and international journals indexed by Scopus has achieved 43% success, this exceeds the success target of 20%. Thus, it proves that increasing scientific publications not only has an impact on the development of higher education, but also shows the quality of research and increases the competency of Indonesian lecturers at the international level.

Ginanjar's (2018) research aims to examine what obstacles lecturers face in citing scientific papers; reviewing the implementation of citations in scientific papers that have been carried out by lecturers; (3) provide training on the use of reference manager software for lecturers. The result of this PPM activity is a module product in the form of a guidebook for using Mendeley; service product in the form of training services for using the Mendeley reference manager program.

This research aims to determine (1) the program "one extraordinary lecturer, one article with a minimum index of 3" in improving the writing and research skills of extraordinary lecturers; (2) the urgency of lecturers' scientific publications.

## METHODS

In this research, a qualitative descriptive method was used. The qualitative descriptive method is a type of method in research that provides a careful picture in the form of descriptions (words) (Zellatifanny, 2018). This research aims to describe the program "one extraordinary lecturer, one article with a minimum index of 3" in improving the writing and research skills of extraordinary lecturers.

The data sources used in this research are previous research that is relevant to the research study. The data collection technique in this research is by reading sources that are relevant to the research study and then sorting the data that will be included. The final step in the research method is carrying out analysis using Miles and Huberman's perspective, including data presentation, data reduction and drawing conclusions.

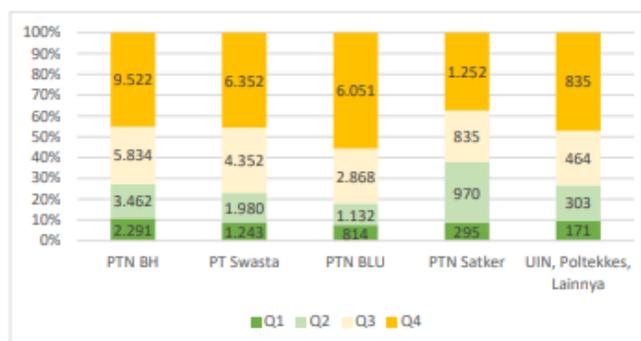
## RESULTS AND DISCUSSION

### "One Extraordinary Lecturer One Article Indexed Minimum Sinta 3" Program to Improve Writing and Research Skills of Extraordinary Lecturers

As a vehicle for education and innovation, universities have a strategic role in producing the science, technology and innovation that society needs. One measure of the productivity of science and technology results is publications, both publications with national reputation and international reputation. This indicator measures the productivity performance of science and technology research and higher education in the international development of science.

As references from the Minister of State Apparatus Empowerment and Bureaucratic Reform (PAN RB) Regulation, Number 17 of 2013, and the Minister of Education and Culture Regulation Number 92 of 2014 state that promotions to academic ranks for current lecturers must include publications, especially from accredited national scientific journals. or reputable international journals. This policy is progressing step by step to provide a direction so that scientific publications for the functional position of lecturers in Indonesia experience significant growth.

**Figure 1.1 Number of Scopus Indexed International Scientific Publications by Institution in 2020**



The graph of the number of international scientific publications at ASEAN level for 2016-2020 is presented in the following graph.

**Figure 1.2 Number of International Publications from Indonesia and ASEAN Countries (2016-**

2020)



From the graph above, it can be seen that the number of international scientific publications in Indonesia in 2020 in quantity has outperformed other ASEAN countries, such as Malaysia, Singapore, Thailand, Vietnam and the Philippines. The achievements of international scientific publications indexed by Scopus come from the Ministry of Education and Culture, Non-Ministerial Government Institutions, and other research and development institutions.

Even though the number of publications has increased, in terms of citations Indonesia is still below other countries. This shows that the quality of Indonesian research is still low. Publication quality can be calculated with the H-index. The H-index is a composite index of 5 (five) indicators, namely the number of documents, the number of documents worthy of citation, the number of citations, the number of self-citations, and the number of citations per document. According to the 2020 Scientific Journal Ranking (SJR), Indonesia is ranked 58th with an H-index of 259. In the Southeast Asia Region, Indonesia is still below Singapore (H-index 646), Malaysia (H-index 373), Thailand (H-index 369), and the Philippines (H-index 274).

The increase in ranking from year to year is the basis and driving force for Indonesia to be able to increasingly compete in terms of writing scientific papers that are published both nationally and internationally. One effort to increase the professional competence of lecturers in writing scientific papers is through training activities.

**Table 1.1 Aspects of Lecturer Capabilities That Need to Be Improved**

Aspects that need improvement	Programs
Lecturer Writing Ability	Lecturer Training and Mentoring Program Training of Trainers (TOT) Program
Lecturer Research Ability	Scientific Journal Clinical Program Reference Manager Training

Training is a form of strategy as an effort to improve the quality of human resources. Through training, it is hoped that lecturers can improve their abilities in writing scientific papers and can motivate lecturers to be productive in producing scientific works. Because every individual is not or is not used to writing, starting to write is difficult. In fact, writing does not have to be done when there is a new assignment to carry out writing activities, but it can also be done when there is desire, will and encouragement to really want to write an idea. Start writing with an idea, even if it is only a small idea or thought.

A superior scientific work will not be realized without the will and ability to write. If the lecturer's willingness and ability to write is not developed, it will have an impact on the quality of scientific work. In producing good scientific articles, it cannot be done immediately but requires a process of practice or getting used to it. Habituation starts from a small scope of lecturers' scientific work such as teaching materials, reference materials, and scientific seminar materials published in journals.

Moreover, the activity of writing scientific papers is an activity that requires precision, including looking for references. All activities in writing scientific papers, from searching, reading, saving, to entering references, were previously carried out manually, which was time-consuming and errors could arise in entering references into a scientific work (Ginancar, 2018). So writing a scientific paper cannot be done instantly, and requires training and assistance so that the resulting writing is of higher quality and suitable for publication for the general public.

**Table 1.2 Components of Scientific Research**

Components	Component details
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Abstract	The abstract consists of research objectives, research methodology, research results, and implications
Introduction	The introduction consists of shocking facts or phenomena, a review of previous studies, research objectives, and research hypotheses
Methods	The research method consists of determining the type of research, research data source, data collection method, and data analysis method
Results and Discussion	Results and discussion adjust the research including qualitative or quantitative research types
Conclusion	The conclusion outlines the research objectives and what was found, as well as the implications of the findings
References	Bibliography according to the journal format of the intended publication (APA style)

Training of Trainers (ToT) on Writing Reputable Scientific Articles in an Effort to Improve the Quality of Lecturer Scientific Articles which was held to improve the ability of lecturers in writing reputable scientific articles is a publication improvement program that must be routinely carried out by an institution in order to improve the quality and output of scientific work. With lecturer training, it will be easier to develop their talents as a writer, both for themselves and their colleagues, in developing their ideas or ideas into a form of scientific article. Apart from that, the trainers will get a break in knowledge in choosing the right journal so that they will be more sensitive and observant in mapping the output of research results in terms of choosing the right journal or in accordance with the results of the scientific articles produced.

Apart from publishing scientific papers in reputable international journals, a lecturer is now required to improve his work to be cited by other writers, so that a written work produced by the lecturer will have more benefits and value in academic circles both nationally and internationally. A scientific work will be widely cited by other authors, it is not only enough that the scientific work is of good quality, but it must be supported by whether the written work can be tracked by an indexing machine or not.

A scientific paper will be more easily tracked by indexing machines, if the reference writing complies with writing standards. By using Reference Management Software, writers of scientific papers will be helped in preparing references which usually take a long time. Apart from making reference writing easier and standardizing, using Reference Management Software can also prevent a writer from committing accidental acts of plagiarism.

### **The Urgency of Lecturer Scientific Publications**

Through scientific publications, lecturers can convey the name of the institution where the academic community lives. In higher education, scientific articles published in reputable journals are an important component in increasing the value of university accreditation. Research and scientific publications cannot be separated, research results are not meaningful if they have not been well published in journals, books or other media. The existence of scientific publication obligations for lecturers in fulfilling the BKD (Lecturer Performance Load) criteria which requires each lecturer to carry out research by producing an output, one of which is scientific work, makes it a challenge for them to continue working and conducting research in accordance with their respective fields of expertise.

Even lecturers who are on *belamra* (*tubel*) assignments do not escape the provisions of the Directorate General of Higher Education (Ditjen Dikti) to produce output in the form of scientific articles of national and international repute in accordance with the provisions of the DIRECTORJEN DIKTI LETTER NO. 152/E/T/2012: MANDATORY SCIENTIFIC PUBLICATIONS FOR S1/S2/PhD. The requirement for scientific publications from the Government can encourage lecturers to improve the quality and quantity of research and scientific publications.

Alexander said that to improve research skills, scientific writing needs to be provided with tiered coaching or mentoring among existing researchers. Therefore, coaching in the form of a scientific journal clinic program aims to provide training and important information on how to write scientific articles according to the rules for writing scientific articles. With the hope that lecturers can find out information, understand writing scientific articles well and be able to publish their scientific articles. Because, if lecturers are able to write scientific articles well, they can publish their articles in reputable journals. And their publications certainly have an impact on the accreditation of study programs and universities. As we all know, the existence of lecturers' scientific articles in journals of national and

international reputation is necessary to support the internationalization of universities. So, it is important to carry out this scientific article writing clinic.

However, due to the many factors and circumstances both within and within a lecturer, the publication obligation is still not running well so that strategies are still needed that must be carried out by lecturers to increase their individual self-confidence and ability to produce quality work. With the training program and mentoring of lecturers as trainers, it is hoped that they will be able to provide answers and solutions to curiosity and all problems that might become obstacles for researchers, especially in the lecturer academic environment.

One of the efforts made is that the academic community in higher education must have a strategy that is able to increase the scientific publications they already have. Efforts that must be made by universities to be able to improve their quality are that human resources must always provide beneficial contributions to society. One of the efforts that must be made by academics in higher education is to produce scientific publications that are able to provide benefits to the public who read them, so training is needed to support them.

## CONCLUSION

In terms of quantity, Indonesia's number of international scientific publications in 2020 has surpassed ASEAN countries, however, in terms of citations, Indonesia is still below other countries. This shows that the quality of Indonesian research is still low. Efforts to improve the quality of Indonesian research require aspects of extraordinary lecturers' writing skills that need to be improved in the form of lecturer training and mentoring programs and training of trainer programs, while research aspects of extraordinary lecturers that need to be improved include scientific journal clinic programs and reference manager training. The urgency of lecturers' scientific publications for higher education institutions, scientific articles published in reputable journals is an important component in increasing the value of university accreditation. Meanwhile, for lecturers, the requirement for scientific publications from the Government can encourage lecturers to improve the quality and quantity of research and scientific publications.

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