SUMMARY

HIRRA NURLAENI. Human Resources Planning (Lecturer) at Bogor Agricultural University. Supervised by SYAMSUL MAARIF and AJI HERMAWAN

Lecturers are one group of HR at universities that have an important role to achieve the vision, missions and goals of the organization; therefore, it needs to be planned in a comprehensive manner. HR Planning (lecturers) at IPB is implemented to address problems in demand of lecturers which has not been accommodated through PNS formation, imbalance distribution of the number of IPB lecturers based on age, and perfection of the analytical model used in calculating the ideal number of lecturers. The objectives of the study were to analyze the Human Resource Planning for lecturers which has been conducted at IPB, to create an alternative model of calculating the demand in ideal number of lecturers in the period of 2014-2030, to analyze the estimation of the demand in ideal number of lecturers, and to formulate strategies in fulfilling the demand. Primary and secondary data were used in this study, and the subject of the study included all the Deans and Heads of Departments at IPB. Data analysis was conducted using the quantitative and qualitative models.

The results of the analysis in the planning of the ideal number of lecturers required at IPB using the model that was previously used showed that the teaching load of 6 credits per semester did not describe the ideal number of lecturers required. The results of the verification and validation of the data analysis results showed that there are four alternative models in computing the ideal number of lecturers required. The model of teaching and supervising of 6 credits in each semester is the most rational and appropriate model to be used. The result of calculation showed that the total number of lecturers in the 9 faculties is already excessive. The ideal number of lecturers required is 965 people, while the number of lecturers who are civil servants in the 9 faculties has reached 1,151 people; therefore, there is an excess of 186 people and a surplus of 247 people when compared with the total number of civil servants and non-civil servants of 1,212 people. However, the distribution of the ideal number of lecturers in the department is varied; therefore, there is a visible gap of shortage and excess. The predicted total ideal number of lecturers in faculties in the period of 2014-2018 is 981, 997, 1,016, 1,036 and 1,058 people. There is a gap in excess when compared to the total number of lecturers of civil servants, and the total number of civil servants and non-civil servants.

In conclusion, the results of the analysis in the planning of lecturers at IPB showed that it needs to be refined. The most appropriate alternative model used is based on the teaching and supervising load of 6 credits for each semester. Based on the results of the calculation, there is still a shortage of lecturers in the departments so that some strategies to fulfill the demand of lecturers are required. The strategies include the recruitment of civil servant lecturers, outsourcing lecturers who can work part-time where the number is equivalent to that of the demand, assignment for lecturers from the other departments or faculties who have the same scientific field, appointment of new lecturers in the departments experiencing shortage of lecturers by taking into account the age structure of the lecturers to achieve ideal conditions for them. Qualitatively, the demand of
Lecturers in each faculty and department of IPB has generally been in accordance with the needs based on academic qualifications, ranks and positions, teaching and learning process assessment, achievements of scientific work and lecturer certification. Quality of lecturers has been good, but still needs to be improved, especially for lecture who are still S1 educated. The strategies including through further program of study at home and abroad, training, seminars, workshops.

Keywords: Lecturer Needs Ideal, Human Resource Planning (Lecturer), ActionProgram