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UNESA
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#SATULANGKAHDIDEPAN



STRATEGIC PLAN

INFRASTRUCTURE
DEVELOPMENT

FEB UNESA



DRAFTING TEAM
HUMAN RESOURCES DEVELOPMENT RENSTRA FACULTY OF
ECONOMICS AND BUSINESS UNESA

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EXECUTIVE SUMMARY

The 2020-2024 Strategic Plan (Renstra) for the Development of Facilities and Infrastructure (Sarpras) of the Faculty of Economics and Business (FEB) was prepared based on the vision and mission of the Faculty and University. The preparation of the Strategic Plan takes into account the organization's development plans and stakeholder needs. With the spirit of being able to face global challenges and fostering an entrepreneurial leadership spirit that must make a real contribution to development and solving regional economic problems in particular and the global economy in general.

With regard to internal and external conditions, the Faculty of Economics and Business prepares a SWOT analysis, which is then outlined in strategic objectives and development strategies. FEB must be able to become a faculty that is competitive in good governance, both in the academic and non-academic fields; Talented lecturers and educational staff; as well as student output that is able to compete in the labor market.

The 2020-2024 FEB Infrastructure and Infrastructure Development Strategic Plan is an important document as a reference for the development of Infrastructure and Infrastructure in the faculty with a duration of five years. The milestones of the 2020-2024 Strategic Plan illustrate that FEB has the value of Entrepreneurial Leadership in 2024. In 2020, the Faculty of Economics and Business will strengthen lecturer performance, leadership performance, staff performance and student achievement in both academic and non-academic fields to adapt to demands. industrial era 4.0. In 2021, FEB will improve towards a campus that is nationally and internationally accredited. Meanwhile, from 2022 to 2024, FEB is preparing to become an Entrepreneurial Leadership Faculty.

In preparing this Strategic Plan, it was understood that there were several challenges faced in developing human resources, namely challenges originating from internal faculties, as well as challenges from the external environment. The biggest challenge in managing Sarpras is fulfilling the required competencies to achieve the expected ranking/achievement.

FOREWORD

Assalamu'alaikum Wr. Wb

We give thanks to the presence of Allah SWT who has given His grace and guidance, so that the preparation of the Infrastructure Development Strategic Plan for the Faculty of Economics and Business (FEB), Surabaya State University (Unesa) for 2020-2024 can be completed as expected.

The preparation of the Infrastructure Development Strategic Plan refers to the 2020-2024 Unesa Faculty of Economics and Business strategic plan which has been revised, while still taking into account the dynamics and challenges faced, and the faculty's uniqueness, namely Entrepreneurship Leadership. This is important to pay attention to considering the main task of the Faculty of Economics and Business (FEB) as an institution that has an entrepreneurial leadership spirit that must make a real contribution to the development and resolution of regional economic problems in particular and the global economy in general.

This Saprasi Development Strategic Plan contains an introduction, vision, mission, goals, objectives and strategies, achievement plans and strategy implementation which refer to the goals and objectives of human resource development within the FEB environment.

Hopefully this Saprasi Development Strategic Plan can become a reference for the future development of Saprasi FEB, and a guideline for each work unit to carry out planning and development activities for Saprasi in the next five years.

Surabaya, September 2020

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CHAPTER I

INTRODUCTION

A. Background

Higher education or tertiary education in realizing its existence in order to achieve goals requires adequate planning of facilities and infrastructure (Sarpras). A university will not be able to carry out the process of education, research and community service (Tri Dharma of Higher Education) without the support of good facilities and infrastructure. Therefore, appropriate steps are needed to meet the needs for facilities and infrastructure to support the education, research and community service processes carried out by universities.

The influence of the Industrial Era 4.0 on the current conditions of development in the world of education, universities are required to be able to design and implement innovative learning processes so that students can achieve optimal learning outcomes including aspects of attitudes, knowledge and skills. Apart from continuing to carry out lectures in the conventional route (face to face), the APK target will also be increased by increasing the application of Distance Education (PJJ) or e-learning in tertiary institutions, so that the Faculty of Economics and Business (FEB) Surabaya State University (Unesa) must be ready make changes by adding lectures with a distance learning or e-learning system supported by adequate facilities and infrastructure. With the target e-learning system, FEB Unesa is expected to be able to improve online-based learning facilities to improve the quality of education in Indonesia. Students who are millennial, creative, innovative and competitive in an era where everything is technology-based, will be able to provide change towards a more advanced Indonesia in the future.

A strategic plan (Renstra) is a planning process carried out by an organization to determine strategy or direction, and make decisions to allocate its resources (including capital, human resources and infrastructure) to achieve the organization's vision, mission, goals and objectives. The Strategic Plan is a medium-term planning document for a five-year period

which is an explanation of the vision, mission and goals and objectives of FEB Unesa which is guided by the Unesa Development Master Plan 2020-2024.

This Infrastructure Development Strategic Plan is policy direction and decision making in the management and development of Infrastructure Infrastructure, taking into account the development of FEB Unesa and its strategic issues. This Strategic Plan will be the basis for preparing the Faculty of Economics' Annual Work Plan and Budget for the next five years in the period 2020 – 2024.

B. Vision and Mission, Goals, Targets and Strategy of FEB Unesa

1. Vision of the Faculty of Economics and Business 2020-2024

The vision of the Unesa Faculty of Economics and Business 2020-2024 is:

"Becoming a Reputable Faculty of Economics and Business in Southeast Asia in the Field of Economics, Economics and Business Education in 2023"

2. Mission of the Faculty of Economics and Business 2020-2024

The mission of the Unesa Faculty of Economics and Business 2020-2024 is:

- a. Improving the quality of the implementation of undergraduate, master's, doctoral and professional education programs in the fields of economics, economics and business education;
- b. Improving the quality of research in the fields of economics, economics and business education that is reputable and contributes to the development of science and technology;
- c. Improving the quality of community service in the field of reputable economic, economic and business education;
- d. Improving Good Faculty Governance in organizational management and collaboration networks with stakeholders both at home and abroad;
- e. Increasing the competitiveness of students and graduates who have a leadership-entrepreneurship spirit.

3. Objectives of the Faculty of Economics and Business 2020-2024

In order to achieve the vision and mission as stated above, the vision and mission are formulated in a more focused and

operational. The objectives of the Unesa Faculty of Economics and Business 2020-2024 are:

- a. Implementation of quality and competitive undergraduate, master's, doctoral and professional education programs in the fields of economics, economics and business.
- b. Increasing the relevance, quantity, quality and innovation of research in the field of economics, economics and business education.
- c. Realizing community service in the field of quality and reputable economic, economic and business education.
- d. Implementation of effective, efficient and integrity organizational governance.
- e. Increase in graduates who have a leadership-entrepreneurship spirit.

4. Target Activities of the Faculty of Economics and Business 2020-2024

The strategic objectives mentioned above are then described in 5 (five) activity targets in accordance with the problems that must be resolved in the 2020-2024 period. The targets of the Unesa Faculty of Economics and Business activities are as follows:

- a. Improving academic quality in undergraduate, master's, doctoral and professional education programs in the fields of economics, economics and business education.
- b. Increasing the quality of research that contributes to the development of science and technology.
- c. Implementation of quality and useful community service in improving community welfare.
- d. Implementation of governance and organizational development, quality assurance systems, as well as collaboration networks with stakeholders at home and abroad.
- e. Increasing the competitiveness of graduates in the world of work.

CHAPTER II

FEB UNESA FACILITIES AND INFRASTRUCTURE PROFILE

A. Master Plan for Facilities and Infrastructure for the Faculty of Economics, Unesa

The Faculty of Economics and Business (FEB), Surabaya State University (Unesa), is a faculty that implements the PK-BLU financial pattern and management where this greatly influences the progress of the facilities and infrastructure it has. FEB Unesa has facilities and infrastructure that meet the requirements for suitability for use, are comfortable, and are relatively sufficient in number with their own status that can be used to carry out lecture activities. As for the development of faculty facilities and infrastructure, FEB Unesa needs to make a master plan which contains an analysis of the carrying capacity of the land, an analysis of space and building requirements, a physical development plan for the faculty, as well as a land management plan, which can be seen in the FEB Unesa site plan in the period 2020 to 2024.

FEB Unesa has a master plan that was created in 2020 taking into account the needs for classrooms, study program laboratories and lecturer space which are felt to be increasingly limited considering that in the future the number of students and lecturers will continue to increase along with Unesa's future development. In order to facilitate the achievement and implementation of the Infrastructure Development Plan in terms of meeting space and building needs, improvements to the existing master plan are required so that it can be used as a basis for the annual operational plan (Renop) as well as a guideline or basis for the physical development of the campus. The aim of preparing this master plan is an effort to organize and utilize the land owned by FEB Unesa to create a good building structure that can be used to meet the needs of every academic and non-academic event and activity within the FEB Unesa environment which is organized by the entire academic community.

B. Facilities and Infrastructure Budget Plan

Faculty of Economics and Business (FEB), Surabaya State University (Unesa), has supplies in the form of goods or equipment for

supports educational and office operational activities in the context of services to the academic community at FEB Unesa. Based on the 2019 financial report, it shows that the budget required for inventory of goods and equipment for office and learning needs, maintenance of goods that support learning, building maintenance and park maintenance requires funds of IDR 1,786,155,100 which is estimated to continue to increase in the following years . The budget is used to meet the needs for procurement and maintenance of existing facilities and infrastructure at FEB Unesa to meet the learning, research and community service needs carried out by the entire academic community at FEB Unesa.

Based on the FEB Unesa strategic plan, the projected progress of FEB Unesa, the FEB Unesa facilities and infrastructure budget requirement in 2020 is IDR 2,368,170,493, in 2021 the FEB Unesa facilities and infrastructure budget is estimated at IDR 2,884,116,000, in 2022 the facilities budget and infrastructure for FEB is estimated at Rp. 3,568,811,500, in 2023 the budget for FEB Unesa facilities and infrastructure is estimated at Rp. 4,586,799,000, and in 2024 the budget for FEB Unesa facilities and infrastructure is estimated at Rp. 4,986,569,000. The increase in budget requirements is largely influenced by Unesa's efforts to become a State University (PTN) with Legal Entity (BH), where this is in line with Unesa's need to provide good facilities for the academic community at FEB Unesa. Thus, FEB Unesa welcomes Unesa's efforts towards PTN-BH by preparing adequate facilities and infrastructure for the academic community so that it can support Unesa's progress as a world class university.

C. Land and Building Resource Profile

The Faculty of Economics and Business (FEB), Surabaya State University (Unesa), has land on Jl. Ketintang Number 2, Ketintang, Gayungan District, Surabaya City, East Java, where the land has been used as an educational building, office building, parking lot and park. FEB Unesa has a main building which is used as an office building,

Building G6, laboratory building, Building G1, and other buildings such as Buildings G2, G3, G4, G5, G7, G8, and G9 which are used to carry out educational processes, for lecturer rooms, and department or study program rooms. The buildings owned by FEB Unesa consist of multi-storey and non-storied buildings so the maintenance value of these buildings is different. Data on buildings owned by FEB Unesa and their functions can be seen in the following table.

Table 2.1. Name of the FEB Unesa Building and Its Use

No	Name Building	Utilization	Wide Building	Amount Floor
1	G1 Building	Laboratory, Room Journal, Courtroom and prayer room	908.28 m ²	2
2	G2 Building	Classroom, Management Department Lecturer Room, Management Department Room, IE Department Lecturer Room, Room IE Department, and Auditorium	839,352 m ²	2
3	G3 Building	Lecturer's Room, Classroom, and Auditorium	511.92 m ²	2
4	G4 Building	Classrooms and prayer rooms	550.24 m ²	1
5	G5 Building	Economic Education Department Lecturer Room, Economic Education Department Room, Accounting Department Lecturer Room, Department Room Accounting, and prayer room	469 m ²	1
6	G6 Building	Room Dean, Office, Auditorium, and Prayer Room	734.4 m ²	3
7	G7 Building	Classrooms, and Libraries	550.24 m ²	1
8	G8 Building	Classroom	29 m ²	1
9	G9 Building	Lecturer's Room, Classroom, and Prayer room	728 m ²	1
10	G11 Building	Secretariat HIMA J.P.E And HIMA JM	40.32 m ²	
11	G12 Building	Heroine Cafeteria	238 m ²	1
12	G13 Building	IDX Investment Gallery Room, and Sharia Corner Room	104 m ²	1
13	G14 Building	BEM Secretariat, DPM FEB Unesa, and HIM JIE	62,997 m ²	1

14	Parking lot Lecturer's car and Student	-	1,474.08 m2	-
15	Parking lot Student Vehicles	-	2,220.4 m2	-
16	Park	-	227,554 m2	-

D. Profile Tools and Media Resources

The tools and media resources owned by FEB Unesa are used to support learning, research and community service within the FEB Unesa environment. To support the implementation of the learning, research and community service process, Unesa provides centralized learning infrastructure and facilities that can be used by academics at the Faculty of Economics and Business, as follows:

1. On-line Library (E-Library)

Unesa is developing a digital library that can be accessed online via the website www.digilib.unesa.ac.id. Meanwhile, access to library collections in the Unesa library can be accessed via the website <http://opac.unesa.ac.id/>. These two library accesses make it easier for university residents to browse library materials in the library.

2. On-line Learning (Virtual Learning)

On-line learning (virtual learning) is a system that supports learning activities, especially in terms of easy accessibility to learning resources, such as media and teaching materials. This on-line learning can be accessed via the address <http://vi-learn.Unesa.ac.id> which can be accessed online 24 hours.

3. Wiyata Mandala Building

The Wiyata Mandala Building is located on the Unesa Lidah Wetan Campus, Surabaya, which functions as a center for educational development. The Wiyata Mandala building has facilities and infrastructure that can be used for lecture activities, practicums and the development of learning-based teaching materials and services for teacher certification.

4. Language Center (PB)

The Language Service Center is one of Unesa's work units that provides foreign language training services. The types of services provided in the language service center are language laboratory services and English course services for TOEFL, TEP and TOEIC. Language laboratory services can be utilized by all university residents and can be integrated with language courses.

5. Wifi

Wifi is a learning facility that is managed centrally by PPTI Unesa. In 2017, Unesa has subscribed to a bandwidth of 2GB or 2,000,000 kbps. The number of students is 25,075 people, so the average bandwidth ratio per student is 79.76 kbps. Meanwhile, in 2018 Unesa's bandwidth subscription was 2.5 GB or 2,520,000 kbps.

6. Student Center (Gema)

The student arena (Gema) is a multi-purpose building that can be used for academic and non-academic activities for students, lecturers and education staff. Examples of activities that can be carried out in the student arena are book reviews, inauguration of professors, and student activities.

7. Achilles Sports Science and Fitness Center

Achilles Sports Science and Fitness Center (ASSFC) is a center for the development of health and sports science. In the ASSFC area there are sports facilities, namely swimming pools and fitness which are used to support learning activities.

8. Sawunggaling Building

The Sawunggaling building is a performance building that can be used for arts and cultural performances.

9. GOR BIMA

GOR BIMA is a sports hall that can be used for volleyball, futsal and badminton. GOR BIMA got it

used by students and lecturers both for learning activities and non-academic activities such as channeling talents and interests in sports

10. Youth Arena

The Youth Arena is a two-story sports building that can be used as a laboratory for the sports of volleyball, futsal, pencak silat and table tennis. The youth arena can be used by students and lecturers both for learning activities and non-academic activities, for example channeling talents and interests in sports.

Apart from that, the FEB Unesa academic community can also use information systems and facilities used for general administration and financial activities which regulate personnel issues, facilities and infrastructure, administration and finance. Implementation of the information system is carried out through single sign on Unesa with a page www.sso.unesa.ac.id, where all tridharma activities and activities of educational staff can be carried out and monitored through an integrated portal. The portal services include:

1. Academic services (Siakadu, Simplp, SimKKN, Judicial information system, Online lectures, Simontation, Unesa Journal, Opac Unesa, PPM, Upload final work, TEP information system, Library guidance, AIPT Unesa, SimLPPM);
2. Alumni services;
3. Collaboration services (Cooperation information system);
4. General services (E-Services, E-Catalog, Unesa Events, Book procurement, Email directory, Download system, Rumah BTN);
5. Personnel services (Simuna, i-SDM, e-office, SimBKD, Simas, SimSKP, SimCV);
6. Student services (Sipena, SimPKKMB); And
7. E-mail services and mobile apps.

Since 2015, Unesa has collaborated with Google Indonesia to utilize Google Apps For Education. Through this collaboration, accounts such as Mail Server, Google Drive, Google Docs and so on can be used for free using a domain www.unesa.ac.id. In this case, the data in the internal system is linked (linked) with Google facilities. Wrong

one is an email account for the entire academic community, students for example will get a mail with the format(name)@Unesa.ac.id, and every 1 (one) mail will get a cloud-storage quota of 15Gb. Apart from Google Apps for Education, the academic community can also take advantage of several Microsoft products registered in the Open Value Subscription (OVS) service which helps the community to use Microsoft products legally and reduces entry or registration fees for students who wish to take part. Microsoft Virtual Academy. Thus, students can explore developing modern applications using high-quality tools and have full access to cloud services to apply their creativity. In 2016 the university also subscribed to two types of plagiarism detection applications, namely the Turnitin application (www.turnitin.com) and Ithenticate (www.ithenticate.com). The Turnitin application is used by students for their theses, final assignments or course assignments. iThenticate is given to lecturers/credit score assessors who are responsible for the authenticity of lecturers' and students' scientific work.

Apart from that, FEB Unesa has facilities and infrastructure that can support other learning, research and community service activities such as a laboratory that supports learning in every Study Program (Prodi) at FEB Unesa, an entrepreneurship laboratory - in the form of a heroine cafeteria and an entrepreneurship stand for practical activities. student entrepreneurship, meeting rooms that can be used by academics, faculty web and social media – for information dissemination and publications for information and scientific findings, and auditoriums in several buildings – for scientific meetings, seminars or training activities that support the development of the faculty and university . FEB Unesa also has a faculty leadership room (Dean) in building G6 on the 2nd floor, and several Department and Study Program leadership rooms in several buildings at FEB Unesa - which is expected to support the achievement of excellent service to users and create good governance within the FEB Unesa environment. With these facilities and infrastructure, FEB Unesa is expected to be able to achieve all targets in the fields of learning, research and community service which are planned for 2020 - 2024.

E. Management Resource Profile

FEB Unesa has human resources who can manage facilities and infrastructure well, where this can be seen in the tools and machine resources which can still be used well for learning, research and community service purposes to this day. The management of facilities and infrastructure is specifically carried out by the Deputy Dean for General and Financial Affairs (Deputy 2) with a facilities and infrastructure management system developed together with the coordinator and staff for general and financial fields. Management of these facilities and infrastructure begins at the planning and budgeting, implementation and evaluation stages which are carried out by considering the needs of the academic community in an effort to meet the learning, research and service needs of the community. Management of these facilities and infrastructure. Apart from that, FEB Unesa has lecturers and students who are divided into eight study programs, namely: Bachelor of Economics Education, Bachelor of Office Administration Education, Bachelor of Commerce Education, Bachelor of Accounting Education, Bachelor of Management, Bachelor of Digital Business, Bachelor of Accounting, Bachelor of Islamic Economics, Bachelor of Economics, which is the main axis in achieving the vision and mission of FEB Unesa, and which will directly use the facilities and infrastructure at FEB Unesa in learning, research and community service activities.

CHAPTER III

FEB UNESA SARPRAS DEVELOPMENT POLICIES AND STRATEGIES

A. Development Policy

1. The development direction

The era of digitalization has encouraged FEB Unesa to adapt and collaborate quickly in order to be able to face the challenges of the emergence of various domestic and foreign universities with cyber class and smart class models. Digital and communication technology, which is growing at high acceleration, can give rise to new forms of higher education using learning process techniques via the internet known as Virtual University. Rapid changes in the external environment must be anticipated by taking strategic steps towards a reputable faculty in Southeast Asia based on leadership-entrepreneurship.

This vision can be achieved with the support of adequate facilities and infrastructure. In the future, infrastructure development at FEB Unesa will prioritize lecture buildings, laboratories, educational equipment and other educational infrastructure based on cyber classes and smart classes. The direction for developing Unesa's FEB infrastructure is the construction of the Islamic Economics Tower (IsECT) building to improve facilities and infrastructure to support education, research and community service services while supporting government programs in realizing Indonesia as a barometer of world Sharia economics and finance. The IsECT building will be used for integrated Islamic economics education, research and development activities consisting of 7 (seven) floors with an area of 6,160 m² equipped with furniture and equipment in accordance with the needs of the Industrial Revolution 4.0. The building allocation plan is as follows.

- a. Unesa Center for Islamic Economics Studies;
 - 1) Museum of the history of Islamic economic civilization;
 - 2) Zakat, Infaq, Shodaqoh and Waqf (ZISWAF) laboratory;
 - 3) Place of worship;
 - 4) Student discussion room.

- b. Integrated laboratory;
 - 1) Finance and banking laboratory;
 - 2) Digital-based sharia business incubator;
 - 3) Coworking spaces;
 - 4) Halal center as a research and development center for halal products;
 - 5) Halal Mart.
- c. Training room for HR development for companies, financial institutions and Sharia banking;
- d. Workshop space, data center, multi media and auditorium;
- e. Leadership and lecturer rooms;
- f. ICT-based integrated learning space;
- g. Study and publication center room;
- h. One-stop service center;
- i. Indoor Sports Facilities; And
- j. Performing arts space;

2. Infrastructure Standards

Republic of Indonesia Law no. 12 of 2012 concerning Higher Education article 54, states that higher education standards consist of: 1) national higher education standards set by the minister on the recommendation of a body tasked with compiling and developing national higher education standards; and 2) higher education standards set by each university with reference to the National Higher Education Standards. Higher education institutions have the freedom to regulate the fulfillment of National Higher Education Standards by referring to existing regulations. Surabaya State University develops academic standards for undergraduate education in accordance with Permenristekdikti Number 44 of 2015 concerning National Standards for Higher Education and Permenristekdikti Number 50 of 2018 concerning Amendments to Permenristekdikti Number 44 of 2015 concerning National Standards for Higher Education.

a. Learning Infrastructure Standards

This standard is a minimum criterion regarding facilities and infrastructure according to the needs of the content and learning process in order to fulfill achievements

graduate learning. Facilities standards include: standards for furniture, educational equipment, educational media, books, information technology facilities, sports and the arts. Meanwhile, infrastructure standards include: land standards, classrooms, libraries, laboratories, leadership rooms, lecturer rooms, administrative rooms and public facilities. Facilities are anything that can be used as a tool in achieving successful learning in the classroom. Examples of educational facilities include buildings, electricity, water, classrooms, tables, chairs and learning media tools. Infrastructure is the supporting facilities for carrying out learning in higher education and includes infrastructure such as yards, parks, fields, roads to school and so on.

In developing learning infrastructure, refer to the Quality Standards document for Undergraduate Education Programs at State University of Surabaya as follows:

- 1) Have infrastructure and facilities management documents containing policies, regulations, and guidelines/guidance including (Planning, Procurement, Development and Recording, Determination of use, Security and safety of use, and Maintenance/repair/cleanliness), and adjustments are made at least once every 4 years ;
- 2) Having adequate infrastructure and facilities, and supporting the Tri Dharma of Higher Education, in accordance with applicable rules/requirements and in accordance with the accreditation qualifications of superior study programs;
- 3) have facilities and infrastructure for students with special needs in accordance with existing regulations, and adjustments are made over a certain period of time;
- 4) Having an adequate Information System according to needs in serving the entire academic community;
- 5) There is a blueprint document for the development, management and utilization of information systems, which is well documented;
- 6) There is an Evaluation Document on the performance achievements of improving learning infrastructure services.

b. Research Infrastructure Standards

This standard is the minimum criteria for facilities and infrastructure needed to support the needs for research content and processes in order to fulfill research results. Research facilities and infrastructure are university facilities that are used to facilitate research at least related to the field of study program science. These research facilities and infrastructure are university facilities which are also used for the learning process and community service activities.

In developing research infrastructure, refer to the Quality Standards document for Undergraduate Education Programs at State University of Surabaya as follows:

- 1) There are guidelines and documents for the facilities and infrastructure required by the institution to support the content and research process requirements in order to fulfill the research results;
- 2) The existence of research facilities covering the fields of study program science, learning processes, and community service activities;
- 3) The existence of research facilities and infrastructure that meet the elements of work safety, health, comfort and security of researchers, the community and the environment;
- 4) The availability of institutional research policies or guidelines that include standards for research facilities and infrastructure that can be easily accessed and applied effectively;
- 5) The existence of a road map and relevant research agenda supports learning outcomes that include research facilities and infrastructure;
- 6) There is an analysis of the success of achieving standards and there are results of analysis of user responses to carry out follow-up actions that can be used as improvements.

c. Community Service Infrastructure Standards

This standard is a reference for excellence in the quality of service/devotion to the community which is carried out for and related to developing the quality of higher education. Service/devotion to the community is carried out as a manifestation of expert contributions, activities for utilizing educational results,

and/or research in the fields of science, technology, sports, literature, and/or arts, in an effort to meet demand and/or initiate improvements in the nation's quality of life. A good university has a system for managing facilities and infrastructure in community service activities. Collaborative activities with external stakeholders are very necessary in order to organize and continuously improve the quality of academic programs in community service activities.

In developing Community Service infrastructure, refer to the Quality Standards document for Undergraduate Education Programs at State University of Surabaya as follows:

- 1) The existence of SOPs for improving infrastructure and infrastructure facilities services by institutions necessary to support content needs and community service process in order to fulfill the results of community service;
- 2) There is permission from the university to use the facilities;
- 3) PkM facilities and infrastructure fulfill the elements of work safety, health, comfort and security for community service and the environment;
- 4) There are documents on the use of facilities and infrastructure for PkM activities in the study program;
- 5) There is a valid customer satisfaction survey instrument along with satisfaction survey analysis results.

3. Infrastructure Expenditure Budget

The infrastructure expenditure budget comes from 1). RM (Pure Rupiah) is the budget allocated from government allocations through the ministry budget, 2). PNBP-BLU (Non-Tax State Revenue-Business Services Agency) namely original income originating from Single Tuition Fees (UKT) and other education income, 3). Grants or assistance are budgets originating from third parties that are not binding either within or outside the country.

B. Infrastructure Development Strategy

1. General condition

The current condition of Unesa's FEB infrastructure is in accordance with infrastructure standards that have been determined in the university's academic quality assurance guidelines. Infrastructure governance includes planning, procurement, development and recording, determination of use, security and safety of use, and maintenance/repair/cleaning). FEB Unesa has lecture buildings, laboratories, reading rooms, leadership rooms, lecturer rooms, meeting rooms, auditoriums, prayer facilities, canteens, parking lots and other infrastructure. However, the plan to develop new study programs that support the needs of the Industrial Revolution 4.0 at bachelor's, master's and doctoral levels will have an impact on infrastructure needs so that infrastructure development planning must be carried out to support the learning process.

2. Strategic Issues

The Industrial Era 4.0 has an impact on the development conditions of the world of education. Higher education institutions are required to be able to design and implement innovative learning processes so that students can achieve optimal learning outcomes including aspects of attitudes, knowledge and skills. In order for this goal to be achieved, adequate infrastructure is needed. The strategic issues that need to be considered in developing infrastructure and infrastructure are as follows.

- a. The emergence of domestic and foreign campuses with distance learning models by maximizing information technology;
- b. The emergence of digital-based campuses based on cyber campuses and smart campuses;
- c. Digital business development;
- d. Global warming encourages environmentally friendly buildings.

3. Standard Operating Procedures (SOP)

SOP is a guide relating to procedures that must be carried out. In order to improve and perfect aspects of management in the field of equipment, an implementation guideline is needed that can be used

basics, demands and guidelines in managing state property/wealth. One way to obtain accurate, complete, up-to-date and accountable data is to carry out bookkeeping and inventory of goods in an orderly, orderly and directed manner in accordance with applicable regulations. This SOP aims to.

- a. Achieving orderly administration of state property/wealth management;
- b. Makes it easier supervision And rescue goods State property/wealth;
- c. Make it easier to calculate the country's wealth;
- d. Achieving savings in state finances.

SOP functions to ensure the suitability of infrastructure and infrastructure to applicable standards. The following is the SOP for infrastructure development.

- a. SOP for procurement, renewal and maintenance of infrastructure facilities;
- b. SOP Budget for procurement, renewal and maintenance of infrastructure infrastructure;
- c. SOP for Use of Lecture Buildings;
- d. SOP for Laboratory Services and Use
- e. SOP for Faculty Building Use;
- f. SOP for Using the Auditorium Building;
- g. SOP for Use of Sports and Arts Training Buildings;
- h. Cleanliness Maintenance SOP;
- i. Campus Security SOP;
- j. SOP for borrowing official vehicles;
- k. SOP for Requests for Household Goods/ATK;
- l. SOP for Purchase Data Input Flow into SIMAK BMN and Inventory Application;
- m. SOP for Asset Distribution Flow;
- n. SOP for Inter-Unit Asset Movements

4. Infrastructure Management

In general, the aim of managing infrastructure facilities is to provide professional services so that the process of implementing the tri dharma of higher education can run effectively and efficiently. Infrastructure management is carried out in several stages from beginning to end including:

- a. Planning stage;
- b. Needs analysis;
- c. Procurement;
- d. Inventory;
- e. Use of facilities and infrastructure;
- f. Storage;
- g. Maintenance;
- h. Removal; And
- i. Evaluation and accountability report.

5. Infrastructure Target Achievement Strategy

As an effort to evaluate the suitability of the infrastructure owned by FEB Unesa with applicable regulations, the faculty quality assurance team has prepared an SOP for assessing the performance of educational, research and community service infrastructure. The SOP contains indicators of the suitability of infrastructure owned by the faculty with applicable standards. Indicators must at least contain the name and type of infrastructure, equipment serial number (NUP)/register number, year of procurement/purchase, and repair history. Each asset must be recorded so that the value of the asset and the depreciation of the asset can be measured, so that the minimum unit value of capitalization of fixed assets as a result of expenditure on development, reclassification, renovation and restoration can be assessed nominally according to the established rules. The Strategy for Achieving Quality Standards for FEB Unesa Infrastructure Facilities is as follows.

- a. The faculty carries out regular evaluations regarding the suitability of quality standards for learning facilities and infrastructure at least once a semester;
- b. The Faculty plans work programs and budgets for the coming year in order to improve the quality of learning facilities and infrastructure;
- c. The Faculty reports the results of evaluating the condition of infrastructure periodically to the Vice Chancellor II;
- d. Vice Rector II carries out planning for the procurement of facilities and infrastructure for the coming year based on the results of the Dean's evaluation.

In the strategy to achieve this target, a SWOT analysis must be used, so that you can find out the strengths and weaknesses as well as the opportunities and challenges that must be faced. The following are the results of the SWOT analysis for FEB Unesa facilities and infrastructure.

INTERNAL ASPECT

1. Infrastructure Management

a. Strength

- 1) Having a goods and services procurement team to carry out planning, procurement, management and maintenance of assets;
- 2) Having an asset data collection management information system;
- 3) Having an Internal Monitoring and Evaluation Team and managing infrastructure;

b. Weakness

- 1) Complete asset quality assurance documents are not yet available.

2. Infrastructure

a. Strength

- 1) Has a representative lecture building;
- 2) The campus area is spacious, comfortable and beautiful;
- 3) The location of the campus is in an area that is conducive to creating an academic atmosphere;
- 4) Has a safe and spacious parking area;
- 5) Has a sports field.

b. Weakness

- 1) SOP for use of infrastructure is not complete;
- 2) The infrastructure maintenance program has not been properly scheduled.

3. Financial

a. Strength

- 1) Increased income originating from PNBP;
- 2) Assets are quite large;

- 3) Proposal for procurement of equipment to related agencies or the government.

b. Weakness

- 1) Cooperation Funds for resource utilization are still not optimal.

4. Management information System

a. Strength

- 1) The institution's commitment to developing infrastructure service information systems;
- 2) Development of an integrated information system.

b. Weakness

- 1) The information system is not yet integrated

EXTERNAL ASPECT

1. Planning and Procurement

a. Opportunity

- 1) Availability of infrastructure development budget;
- 2) Availability of assistance or grants from government agencies or private parties in providing infrastructure assistance;
- 3) The addition of new study programs and student ceilings for each study program has an impact on increasing PNBP;
- 4) There is a leadership policy on budget allocation for infrastructure development.

b. Threat

- 1) The budget proposals from Sarpras are often not accommodated, so they require negotiation between leaders.

2. Use and Maintenance

a. Opportunity

- 1) Opportunities to rent out infrastructure;
- 2) The results of leased assets can increase PNBP;

- 3) Each infrastructure facility is equipped with ownership and usage documents in the form of SOPs, Instructions for Use, etc.;
- 4) Many new and old infrastructure facilities.

b. Threat

- 1) Misuse of leased assets by third parties;
- 2) Misinterpretations occur in managing infrastructure and infrastructure facilities quickly become damaged and require maintenance funds that exceed general cost standards

CHAPTER IV

IMPLEMENTATION OF FEB UNESA SARPRAS MANAGEMENT

Implementation of management of FEB UNESA facilities and infrastructure requires policies and strategies and is a commitment from all parties. Existing commitments can be mapped into the planning, implementation and work evaluation cycles. The results of this cycle evaluation should become a reference for FEB UNESA in taking execution actions in an activity program.

A. Planning

Planning in determining FEB Unesa facilities and infrastructure is an important point in carrying out subsequent actions. Planning in its implementation must refer to the rules determined by FEB Unesa and Surabaya State University. In implementing the management of facilities and infrastructure, planning can start from a coordination meeting for the development of facilities and infrastructure at the faculty level which the dean attends, the head of the FEB Unesa coordinator and the study program leadership level which is attended by the heads of study programs to plan the program for providing facilities and infrastructure within the FEB UNESA environment. The heads of study programs are also given the freedom to propose the facilities and infrastructure needed by the study program and submit it to the leadership at the Faculty so that it will then be met and can be proposed to the University level. The results of the agreement at the meeting become a commitment to plan facilities and infrastructure, which will later be contained in the Budget-Based Plan (RBA) of the Faculty of Economics and Business as a proposal that can be reported to the University. If the proposed data has become final, the proposal can be followed up at the faculty level and can be used to purchase the facilities and infrastructure needed by FEB UNESA.

B. Implementation

The next stage after planning is the implementation stage which is the implementation of the policies that have been made. Policy implementation as a strategic step that must be taken is implementing the policies that have been outlined in operational documents. Operational documents

These include budget documents and implementation documents. Budget documents include DIPA (Budget Implementation List), RKA (Budget Work Plan), POK (Work Operational Instructions), RAB (Budget Cost Plan) and RBA (Budget Expenditure Plan). When preparing the RBA, the TOR (Term of Reference) is also prepared. The guidelines used are Juknis and SBM for preparing the FEB budget. Meanwhile, implementation documents include SOPs (Standard Operating Procedures), Work Instructions and other Technical Instructions.

C. Program Implementation Strategy

To implement the policies that have been created as strategic steps for managing facilities and infrastructure, it is necessary to have performance indicators and output for facilities and infrastructure programs as follows:

Table 4.1 Program Implementation Strategy, Performance Indicators and Program Output

No	Implementation Strategy	Performance Indicators	Program Output
1	Compile planningDevelopment of Facilities and Infrastructure for the Faculty of Economics and Business Unesa	<ul style="list-style-type: none"> • Development planning is prepared infrastructure 	Planning document that has been approved by the Dean of FEB Unesa
2	Carrying out an inventory of facilities and infrastructure at the Unesa Faculty of Economics and Business	<ul style="list-style-type: none"> • Implementation of facilities and infrastructure inventory activities. • Availability of an inventory system for facilities and infrastructure • Availability of facility and infrastructure inventory documents 	Facilities and infrastructure that have been inventoried are shown by description of goods account, goods code, name of goods, year of acquisition, brand/type, quantity of goods, condition of goods, etc. rabf labeling,

3	Develop management of facilities and infrastructure systems	<ul style="list-style-type: none"> • Arrangement and implementation of facilities and infrastructure management systems • Availability of facility management system documents and infrastructure that supports the learning process and which allows use together (resource sharing). • Preparation of guidance documents for the use of facilities and infrastructure. 	Information systems and Quality Documents for Management of Facilities and Infrastructure
4	Coordinating the management of Facilities and Infrastructure	<ul style="list-style-type: none"> • Implementation of coordination between staff related to facilities and infrastructure • Implementation of coordination at the facility and infrastructure management level • Implementation of coordination regarding facilities and infrastructure at the leadership level 	<ul style="list-style-type: none"> • Information Data Report about Facilities and Infrastructure • Reports and formulations regarding the management of Facilities and Infrastructure • Policy documents/formulations regarding facilities and infrastructure
5	Carry out budget planning for facilities and infrastructure	<ul style="list-style-type: none"> • There is planning and budgeting facilities and infrastructure 	<ul style="list-style-type: none"> • Document Planning in accordance with established standards
6.	Providing facilities and infrastructure in accordance with quality management standards	<ul style="list-style-type: none"> • Availability of facilities and infrastructure in accordance with established standards 	<ul style="list-style-type: none"> • FEB Unesa Facilities and Infrastructure
7	Evaluate the facilities and infrastructure that have been used	<ul style="list-style-type: none"> • There will be an evaluation meeting regarding facilities and infrastructure • There is follow-up evaluation of facilities and infrastructure 	<ul style="list-style-type: none"> • FEB Unesa facilities and infrastructure evaluation document

D. Target Facilities and Infrastructure Program Implementation Plan

The Faculty of Economics and Business strives to provide facilities and

infrastructure that are managed in accordance with established quality standards. Plans for achieving targets for FEB Unesa facilities and infrastructure must be prepared in accordance with the capabilities of the Unesa Faculty of Economics within a period of 5 (five) years.

This year uses 2019 as a baseline for initial planning for the implementation of facilities and infrastructure programs. The following is a table of target plans for implementing the program.

Table 4.2 Baseline Target for Unesa FEB Facilities and Infrastructure Program
Implementation Plan

No	Program Plan	Baselines	Year					Outputs
		2019	2020	2021	2022	2023	2024	
1	Achievements utilization suitable land with needs minimum	5244 M2	60%	70%	80%	90%	100%	Land
2	Land that has been certified is in the name and belongs to the Faculty Unesa Economics	100%	100%	100%	100%	100%	100%	Certificate
3	Percentage of building locations which has been arranged with drainage	70%	80%	85%	90%	95%	100%	Percentage
4	Buildings that have government building standards	70%	80%	85%	90%	95%	100%	Percentage
5	Lecturer room area (...m2per Lecturer)	60%	65%	75%	85%	80%	100%	m ²
6	Tendik room area (..... m2per Employee)	60%	70%	80%	90%	95%	100%	m ²
7	The size of the lecture hall (.. m2 per student)	60%	70%	80%	90%	95%	100%	m ²
8	Laboratory space/ practicum (...m2 per room)	50%	60%	70%	80%	90%	100%	m ²
9	Availability of Canteen, Worship Room, Health Room, Warehouse facilities in one location Unesa Faculty of Economics	60%	70%	80%	90%	95%	100%	Percentage
10	Availability of building infrastructure, for example toilets, fire extinguisher, FE Unesa building	60%	70%	80%	90%	95%	100%	Percentage
11	Electrical facilities comply with PLN standards	65%	70%	80%	90%	95%	100%	Percentage
12	Ergonomics of lecture buildings according to course standards	70%	75%	85%	90%	95%	100%	Percentage
13	Lecture room standards are appropriate	70%	75%	85%	90%	95%	100%	Percentage

	lecture standards							
14	Lecture facilities according to lecture standards (availability of board write, whiteboard marker, eraser, college chair, lighting and air conditioning)	70%	75%	85%	90%	95%	100%	Fruit
15	Availability learning facilities form Books, magazines, journals, libraries, internet on each program	60%	70%	80%	85%	90%	100%	Fruit
	studies at the Unesa Faculty of Economics							
16	Minimum internet access speed (general internet connection minimum 100 KB/s)	70%	75%	85%	90%	95%	100%	Bandwidth
17	Lecture equipment in classrooms and in laboratories/practices must comply with standards and regulations (PP No. 18 of 2005, PP No. 19 of 2005 and Minister of National Education Decree no. 234/U/2000)	60%	70%	80%	85%	90%	100%	Units
18	Interior office equipment Office space for deans and lecturer staff or employees must comply with applicable standards and regulations (PP No. 18 of 2005, PP No. 19 of 2005 and Kepmendiknas PP No. 234/U/2000)	60%	65%	75%	85%	95%	100%	units
19	Office operational facilities must be appropriate standards of governance	60%	65%	75%	85%	95%	100%	Percentage
20	Consumables for office and learning facilities must be met at a minimum basic needs	50%	60%	70%	80%	90%	100%	Percentage
21	All infrastructure facilities must be inventoried according to place, type, year and other information	60%	65%	75%	85%	95%	100%	Units
22	SOPs regarding management of infrastructure must be in place reference in managing facilities and infrastructure at FE Unesa`	65%	70%	80%	90%	95%	100%	Percentage
23	Use of infrastructure must comply with the instructions listed	65%	70%	80%	90%	95%	100%	Percentage

24	Borrowing of infrastructure facilities must follow established procedures and SOPs	60%	70%	80%	90%	95%	100%	Units
25	Maintenance of infrastructure is carried out preventively and corrective	60%	70%	80%	90%	95%	100%	Percentage
26	Handling damage to facilities Infrastructure can be provided by FE Unesa/ outside FE Unesa	50%	60%	70%	80%	90%	100%	Percentage
27	Repair related infrastructure can done and as needed	60%	70%	80%	90%	95%	100%	Percentage
28	Facility reporting activities infrastructure is minimal	50%	60%	70%	80%	90%	100%	Percentage
	done every semester according to the reporting schedule							

CHAPTER V

CLOSING

Policies regarding FEB Unesa facilities and infrastructure follow the references made by the Law, Government Regulations, Presidential Regulations and Ministerial Regulations and follow the policies of the State University of Surabaya which are adjusted to the results of evaluations of the use and availability of existing facilities and infrastructure. These regulations are binding for determining decisions on procurement and activities of FEB Unesa facilities and infrastructure. The efforts made by FEB Unesa to achieve the facilities and infrastructure targets have been explained in the 5 year strategic plan with a baseline of 2019 and ending in 2024. It is hoped that the development of FEB Unesa facilities and infrastructure can be carried out so that by 2024 the target of facilities and infrastructure can be achieved.

The following are details of the maintenance and procurement of facilities and infrastructure that can be used to achieve the 2024 facilities and infrastructure strategic plan target:

1. Maintenance can be done on:
 - a. Maintaining the cleanliness of educational buildings in the FEB Unesa environment
 - b. Maintenance of educational building facilities in the FEB Unesa environment
 - c. Maintaining the cleanliness of yards and gardens in the FEB Unesa environment
 - d. Maintenance of the parking area for educational buildings in the FEB Unesa environment
 - e. Maintenance of public facilities within the FEB Unesa environment
 - f. Maintenance of lecture room infrastructure and lecturer workspaces within the FEB Unesa environment
2. Procurement can be done at:
 - a. Procurement of PC All in One Laboratory for study programs
 - b. Procurement of educational building facilities and infrastructure
 - c. Providing entrepreneurial learning facilities
 - d. Procurement of modern office supporting facilities and infrastructure
 - e. Procurement of computer laboratory equipment
 - f. Procurement of microteaching laboratory equipment
 - g. Procurement of supporting facilities for lecturers' work spaces
 - h. Procurement of lecture and office equipment following technological developments

Procurement and maintenance activities must be prepared in accordance with the budget ceiling created by FEB Unesa. Apart from that, recommendations that can be used to achieve the 2024 facilities and infrastructure strategic plan targets are as follows:

1. Laws, PPs, Presidential Decrees and Ministerial Regulations, as well as Unesa Chancellor's regulations, other supporting documents and the results of policy agreements or SOPs that apply at FEB Unesa become references for the implementation of facilities and infrastructure activities which must be understood and implemented in accordance with applicable regulations.
2. Improving the quality of resources that can manage facilities and infrastructure
3. Facilities and infrastructure that are no longer functioning or experiencing depreciation and can no longer be used for lecture and office activities, then immediately take action in accordance with the provisions in force at FEB Unesa
4. All use of facilities and infrastructure must comply with procedures and have clear track records
5. All documents on planning, use and reporting of facilities and infrastructure should be archived and stored
6. The facilities and infrastructure strategic plan can serve as a guideline for achieving FEB Unesa's facilities and infrastructure targets.

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National Medium Term Development Plan 2015-2019 National Long Term Development Plan 2005-2025.

Kemenristekdikti Strategic Plan 2015-2019 (Permenristekdikti Number 13 of 2015 and Minister of Research, Technology and Higher Education Regulation number 50 of 2017).

Surabaya State University Business Strategic Plan 2020-2024. Unesa Faculty of Economics and Business Strategic Plan for 2020-2024.

**DECISION LETTER OF THE
DEAN OF THE FACULTY OF
ECONOMICS
SURABAYA STATE UNIVERSITY NUMBER:
B/43519/UN38.7/HK.01.02/2020**

**ABOUT
APPROVAL OF STRATEGIC PLANS (RENSTRA) DEVELOPMENT OF
HUMAN RESOURCES (HR) FACULTY OF ECONOMICS
SURABAYA STATE UNIVERSITY
2020-2024**

With the Grace of Almighty God

**HUMAN RESOURCE DEVELOPMENT RENSTRA TEAM,
FACULTY OF ECONOMICS
SURABAYA STATE UNIVERSITY**

Considering: That in order to provide guidance and direction for all organizational units within the State University of Surabaya in the preparation and implementation of their work programs, the text of the 2020-2024 Human Resources Development (SDM) Strategic Plan (Renstra) of the Faculty of Economics, State University of Surabaya which was approved by the Senate of the Faculty of Economics on September 15 2020 needs to be ratified by the Decree of the Dean of the Faculty of Economics.

Remember :

1. Republic of Indonesia Law no. 20 of 2003 concerning the National Education System.
2. Republic of Indonesia Law no. 17 of 2007 concerning the National Long Term Development Plan (RPJPN) 2005-2025.
3. Republic of Indonesia Law no. 12 of 2012 concerning Higher Education.
4. RI Presidential Regulation No. 8 of 2012 concerning Qualification Framework

Indonesian National.

5. Presidential Regulation of the Republic of Indonesia No. 82/2019 concerning the Ministry of Education and Culture.
6. Presidential Regulation Number 18 of 2020 concerning the National Medium Term Plan for 2020-2024 (State Gazette of the Republic of Indonesia of 2020 Number 10).
7. Minister of Education and Culture Regulation Number 9 of 2016 concerning Performance Accountability Systems within the Ministry of Education and Culture; (State Gazette of the Republic of Indonesia 2016 Number 426).
8. Minister of Education and Culture Regulation no. 45/2019 concerning Organization and Work Procedures of the Ministry of Education and Culture.
9. Government Regulation no. 17 of 2010 concerning Management and Implementation of Education.

DECIDE

Set : Ratify the Strategic Plan for Human Resources Development, Faculty of Economics, Surabaya State University for 2020 – 2024.

Ditetapkan di : Surabaya
Tanggal: _____
Dekan

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