



# **KEY PERFORMANCE INDICATORS**

## **UNDERGRADUATE PROGRAM IN SOCIOLOGY**

**FACULTY OF SOCIAL AND POLITICAL SCIENCES  
UNIVERSITAS NEGERI SURABAYA**

## Statement of Agreement

Dean of FISIPOL  
State University of Surabaya



Surabaya, January 1, 2025  
Coordinator of the Sociology Study  
Program



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PERFORMANCE TARGET	ACTIVITY PERFORMANCE INDICATORS	SOURCE	TARGET	ACHIEVEMENT OVERVIEW	DESCRIPTION	Challenges	SOLUTION / FURTHER PLAN
Improving the quality of higher education graduates	Percentage of bachelor's degree and D4/D3/D2 graduates who successfully obtain employment; continue their studies; or become entrepreneurs	%	31.14	91.8	Out of 183 alumni, 112 alumni or 61.2% are employed either part-time or full-time and earn wages above 1.2 times the minimum wage in East Java. Among those who are self-employed, there are 38 alumni (20.7%), and those continuing their education amount to 18 alumni (9%)	Exceeding the target	Exceeding the target
	Percentage of undergraduate and D4/D3/D2 students who have completed at least 20 (twenty) credits outside the campus; or achieved at least national-level achievements	%	77	100	The number of students who have completed the 20-credit off-campus conversion program is 180 students	Exceeded target	Exceeded target
Improvement in the quality of higher education curricula and lecturers	Percentage of undergraduate (S1) and vocational (D4/D3/D2) programs that have implemented collaboration	%	100	100	Number of collaborations	Achieved Target	Achieving targets
	Percentage of undergraduate (S1) and vocational (D4/D3/D2) programs that use the case method or team-based projects as part of the weighted assessment.	%	40	43.21	<ul style="list-style-type: none"> <li>• Case Study 24.48%</li> <li>• Project-Based Learning 18.73</li> </ul>	Exceeded target	Exceeded target

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	Percentage of Bachelor's Degree and D4/D3/D2 Programs with international accreditation or certification recognized by the government	%	0	0	The Sociology Program is currently in the process of applying for international accreditation	Based on the Faculty's Strategic Plan, the Sociology Study Program will receive international accreditation in 2025	Processing documentation
Improving the quality of faculty education	Percentage of faculty members involved in Tridharma activities at other campuses, based on QS100 fields of study (QS100 based on projects), working as practitioners in global industries, or mentoring students who have successfully achieved the lowest national level in the past 5 (five) years	%	70	40			

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	Percentage of permanent faculty members with doctoral qualifications, holding industry- and workplace-recognized competency/professional certifications, or originating from professional practitioners, the industrial sector, or the workplace	%	75	30			
	Number of research and community service outcomes that have received international recognition or been applied by the community per faculty member.	Value	1	0	There are still no research and community service projects that have reached the international level	Strict administrative process	Preparing and facilitating lecturers' readiness for international-level research and community service
PEPA BAN-PT	Decline in the number of new students in each study program	Value	0	0	The number of new students has increased	Achieved target	Achieved target
	Sufficient faculty-to-student ratio in each program	Ratio	1:45	1:44	The total number of active students across all cohorts is 980, and the number of faculty members is 22.	Achieving the target	Achieving the target
	Maximum limit on the involvement of non-permanent faculty members (NPL)	%	0	0	The Sociology Study Program does not have any non-permanent lecturers	Achieved target	Achieving the target
	Comparison of the number of students with the number of faculty members calculated using the ratio (DPR) who have NIDN or NIDK	Ratio	1:45	1:44	The total number of active students across all cohorts is 980 students, and the number of faculty members is 22	Achieving the target	Achieving the target
	Decrease in the number of graduates	%	0	0	The number of graduates per	Achieved	Achieving

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	over the past 5 years				cohort has never decreased.	target	targets
	Academic qualifications Ratio of faculty members with NIDN or NIDK who have Doctorate/Applied Doctorate/Specialist Degree 2	%	30	83	Of the 22 lecturers, 15 have master's degrees (2 lecturers with master's degrees are still DTN), 7 have doctorates (with details of 5 NIDN, 1 DTN, 1 PhD)	Exceeded target	Exceeded target
	The academic positions of permanent faculty members that determine the ratio have NIDN or NIDK, with the following percentage requirements Professor, Full Professor, and Lecturer (PGBLKL)	%	30	18	The Sociology Study Program has 4 senior lecturers	Dominated by new lecturers	Provides opportunities and chances for every lecturer
	Graduating on time	%	80	81.9	The graduation target for students in the Sociology Study Program is always achieved	Exceeding the target	Exceeded target
	Academic success, with the provision of academic success rates	%	80	81.9	The graduation target for students in the Sociology Study Program is always achieved.	Exceeded target	Exceeded target
Quality Standards for the Vision and Mission of Surabaya State University (Faculty)	Number of types of competencies possessed by faculty members	Score	1	8	The acquisition of certified competencies by faculty members in the Sociology Study Program has exceeded the target	Exceeded the target	Exceeded the target
	Number of lecturers with scientific competencies certified by BNSP/associations	Value	1	8	The acquisition of BNSP-certified competencies by lecturers in the Sociology Study Program has exceeded the target	Exceeded the target	Exceeded the target

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	Number of faculty publications	Score	5	5	Every faculty member in the Sociology Program has met the requirements for regular publications	In line with the target	In line with the target
	Number of faculty members' copyrights/patents	Value	5	4	The achievements in copyrights owned by lecturers in the Sociology Study Program have almost met the target	Lack of massive copyright target orientation	Intensifying patent-oriented programs
	Number of Semester Learning Plans with case studies and PJBL	%	40	43.21	<ul style="list-style-type: none"> <li>Case Study 24.48%</li> <li>Project-Based Learning 18.73</li> </ul>	Exceeded target	Exceeded target
	Number of faculty recognitions (faculty members used by other universities as visiting lecturers or educational consultants)	Value	6	2	Lecturers from the Sociology Study Program who have been recognized/employed as guest lecturers or educational consultants at other campuses are still 2 lecturers	Still focused on learning within the campus	Conducting faculty visits to other campuses
	The number of lecturers employed by industry is scientifically appropriate	Value	1	0	No faculty members have obtained scientific research projects in collaboration with industry	Collaboration with industry	Expanding research programs to the industrial sector

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	Faculty achievements at home and abroad	Score	1	0	No achievements yet	No achievements	Facilitating lecturers to compete on an international scale
	Number of faculty internships abroad	Score	1	0	No program yet	No program yet	As material for evaluation for the next design
	Number of domestic collaborative research projects (industry/university)	Value	1	2	Has research collaboration with UNS and UNJ	Exceeded target	Exceeded target
	Number of overseas collaborative research projects Research	Value	1	1	Research collaboration with USM Malaysia	Achieving targets	Achieving targets
	Number of domestic collaborative community services	Value	1	2	2 PKM Bima (Mr. Arief and Mr. Pam)	Exceeded target	Exceeded target
	Number of international collaboration services	Value	1	2	The Sociology Study Program has a partnership with USM Malaysia	Exceeded target	Exceeded target
	Number of study program curricula with an OBE approach that includes program-specific content	Score	1	1	The Sociology Program offers an international class program starting from the 2023 cohort	Achieving the target	Achieving the target

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	Number of study programs that develop entrepreneurship in education and training	Value	1	2	There are 2 lecturers teaching community-based social entrepreneurship. ( <i>Sociovation</i> and <i>Socrates</i> )	Exceeded target	Exceeded target
	Number of study programs implementing MBKM types relevant to the development of study program entrepreneurship	Score	1	1	Development Sociology is one of the courses relevant to the Entrepreneurship MBKM scheme	In line with the target	In line with the target
	Number of visits	Value	1	5	The Sociology Study Program has conducted visits to various other campuses, including UNS, UNJ, UM, UPN Jatim, and UMM	Exceeded target	Exceeded target
Quality Standards for the Vision and Mission of Surabaya State University (Students)	Number of types of competencies possessed by students/graduates	Score	25	46	Some sociology students already possess various types of certified competencies	Exceeded target	Exceeded target
	Number of students with scientific competencies certified by BNSP	Score	2	2	A total of 2 students have BNSP-certified scientific competencies	On target	As targeted
	Number of student publications	Value	3	4	A total of 4 students have had their journals published in the SINTA 2 journal	Exceeded target	Exceeded target

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	Number of student copyrights/patents	Value	1	2	Students have film projects on social issues	Exceeded target	Exceeded target
	Number of domestic student achievements	Score	3	6	National achievements obtained by students, including 2nd place in chess competition, 3rd place in <i>business plan</i> competition, 2nd place in diving competition, 3rd place in martial arts competition, 1st place in judo competition, 1st place in sociology competition	Exceeded target	Exceeded target
	Number of achievements by international students	Score	1	1	Sociology Program students won 3rd place in an international infographics competition	Achieved target	Achieved target
	Number of student internships abroad	Value	1	6	A total of 6 students completed internships abroad	Exceeded target	Exceeded target
	Number of students involved in obtaining research funding and community service	Value	1	9	A total of 9 students have secured funding for their research	Exceeded target	Exceeded target
	Number of collaborative research projects involving domestic students (industry/universities)	Value	1	1	Sociology students successfully conducted collaborative research with industry	Achieved target	Achieved target

PERFORMANCE TARGET	ACTIVITY PERFORMANCE INDICATORS	SOURCE	TARGET	ACHIEVEMENT OVERVIEW	DESCRIPTION	Challenges	SOLUTION / FURTHER PLAN
	Number of external scholarships	Value	10	7	Number of students receiving scholarships outside government institutions: BI (5 students), BSI (1 student), Beasiswa Unggulan (1 student)	Has not reached the target	Designing a program
	Number of students who went to universities abroad	Score	5	16	The number of students participating in exchange programs at overseas campuses is 16 students	Exceeded target	Exceeded target
	Number of study programs that develop entrepreneurship in education and training	Score	1	2	The Sociology Program has several development programs in the field of entrepreneurship, namely <i>Sociovation</i> and <i>Socrates</i>	Exceeded target	Exceeded target
	Number of study programs implementing MBKM types relevant to the development of study program entrepreneurship	Value	1	0	There are still no Sociology Program students participating in the Entrepreneurship MBKM scheme	Lack of student interest in participating in the Entrepreneurship program	Expanding the <i>Sociovation</i> and <i>Socrates</i> programs
	MBKM programs that involve students with industry	Value	1	11	Several students from the Sociology Study Program carried out MBKM in various industries, 1 student in a state-owned enterprise, 1 student in a private expedition, 8 students in the media industry	Exceeded target	Exceeded target
	Types of services to enhance students' competencies in the field of science	Value	1	1	PKM and PMW workshops	Achieving targets	Achieving Targets
	Types of services to improve students' competencies in their fields of interest	Value	1	1	ILO Seminar	Achieving targets	Achieving targets

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	Number of professional experts/training/seminars/sources of income in the faculty	Value	1	0	No program yet	Recruitment of human resources to design and implement	Preparing programs and human resources for implementation