



The Behavior of Lecturers and Students of the College of Agricultural Sciences (STIPER) Sangatta City, Indonesia

(Study of the Social Reality of the Implementation of the Tridharma of Higher Education at STIPER Sangatta City, East Kutai Regency)

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ABSTRACT

Policies and strategies in the field of education that have been carried out by the East Kutai Regency Government in developing and providing educational services through programs, one of the programs is free education to tertiary institutions. The purpose of this study was to analyze and describe the management of STIPER as a free university, to analyze and describe the behavior and performance of lecturers as well as the behavior and quality of free STIPER Sangatta college students. In this study the authors used a descriptive research method with a qualitative approach. The results showed that the management at STIPER includes the management of existing resources within a higher education institution, namely students, funds and facilities, administrative management, management of higher education institutions. To improve the quality of the lecturers, doctoral study assignments are carried out for lecturers according to their scientific fields, participating in various trainings, seminars and workshops funded by STIPER Sangatta. The quality of STIPER Very graduate students, most of whom work as civil servants / ASN in East Kutai Regency, work in oil palm plantations, coal mining, oil and gas, private entrepreneurs and as members of the legislature. STIPER Sangatta needs to make management efforts through the quality management approach of the STIPER Sangatta East Kutai college as a whole in the campus community. The quality of STIPER Very graduate students, most of whom work as civil servants / ASN in East Kutai Regency, work in oil palm plantations, coal mining, oil and gas, private entrepreneurs and as members of the legislature. STIPER Sangatta needs to make management efforts through the quality management approach of the STIPER Sangatta East Kutai college as a whole in the campus community. The quality of STIPER Very graduate students, most of whom work as civil servants / ASN in East Kutai Regency, work in oil palm plantations, coal mining, oil and gas, private entrepreneurs and as members of the legislature. STIPER Sangatta needs to make management efforts through the quality management approach of the STIPER Sangatta East Kutai college as a whole in the campus community.

Keywords: Behavior, Lecturers, Students, Management, STIPER.

1. INTRODUCTION

East Kutai Regency is one of the regions that has educational innovations by providing massive subsidies to the community in the field of education. From elementary school to college level. Currently, the East Kutai Regency Government has two universities and frees fees for students, namely school. Agricultural High (STIPER) Sangatta. While in various regions there is often a fuss about the cost of education, in East Kutai Regency, it does not appear. In East Kutai, the 12-year compulsory education program had already been implemented before other regions implemented the compulsory education program. Starting from elementary school to high school, the cost of education is covered by the local government. Even free education fees are also applied to students studying at the College of Agricultural Sciences (STIPER). This is with the hope that STIPER graduates, like other graduates, can be trusted and taken into account by all stakeholders and can fill jobs in regional development. Not only filling jobs, but also being a pioneer of development in East Kutai Regency.

Not only the convenience and various free facilities provided to students, the East Kutai Regency Government also provides welfare for all lecturers who have served and provided knowledge to students even though the existing lecturers have not fully met the required competencies and the lecturers' competence in research and community service is low. Through the Regional Regulation of East Kutai Regency No. 08 of 2010 concerning the implementation of education, there are policies and strategies in educational matters including the Incentive program for educators and education staff, including lecturers at STIPER.

Policies and strategies in the field of education that have been carried out by the Government of East Kutai Regency in developing and providing educational services through various programs. The management of the Sangatta STIPER only relies on

the East Kutai Regency APBD budget, so that many problems arise, especially those related to financing for several innovation programs and supporting the activities of the Tridarma of Higher Education. Another thing is also related to the performance of lecturers and the quality of students. The implementation of this policy cannot be separated from various obstacles which of course can be minimized if the supporting factors can be optimized so that services related to education affairs in East Kutai Regency become even better.

Policies and facilities in the education sector in East Kutai Regency are often ignored and considered easy by student lecturers. Students tend to ignore and play around to take higher education levels. Even though all the facilities and facilities are met and certainly free of charge. This opportunity should be used as much as possible. Because it is known, only some regions have innovations in the field of education in the form of policies to make education free up to the university level. Even if traced, it is almost not found except in East Kutai Regency. Therefore, it is very unfortunate if this opportunity is ignored to pursue the highest possible education in East Kutai Regency. Because don't let This magnificent school is more in demand by other people than the local residents themselves. If this is the case, then of course it is very unfortunate. This is because the existence of the university is in accordance with the conditions and needs of East Kutai Regency.

2. LITERATURE REVIEW

2.1. Behavior

From a biological perspective, behavior is an activity or activity of the organism (living thing) concerned. Therefore, from a biological point of view all living things from plants, animals to humans behave, because they have their own activities. So the conclusion is that (human) behavior is all human activities or activities, both those that can be observed directly and those that cannot be observed by outsiders. Skinner (1938) a psychological expert, formulated that behavior is a person's response or reaction to a stimulus (stimulus from outside) [1].

2.2. Policy Operational Concept

Regulation on the provision of educational assistance funds in the form of scholarships to the best children of the East Kutai Regency Government. For this reason, the Regent of East Kutai in 2016 issued a decree with Letter Number 460/K.945/2016 concerning the determination of recipients and the amount of scholarships and stimulants for the local government of East Kutai Regency. This policy was made in order to improve the quality of the human resources of the people of East Kutai Regency with the help and support of the local government by providing assistance in the form of educational scholarships.

Based on the provisions of Article 1 point 1 of the Law of the Republic of Indonesia Number 32 of 2004 concerning Regional Government, that what is meant by regional government is the administration of government affairs by the regional government and DPRD according to the principle of autonomy and assistance tasks with the principle of autonomy as wide as possible in the system and principles. The Unitary State of the Republic of Indonesia as referred to in the 1945 Constitution of the Republic of Indonesia.

2.3. Free Education Concept

In an effort to improve the quality of human resources, catch up in all aspects of life and adapt to global changes as well as developments in science and technology, the Indonesian people through the DPR and the President on June 11, 2003, ratified the new National Education System Law, as a substitute Law on National Education System Number 2 of 1989. The fundamental changes proclaimed in the new National Education System Law include democratization and decentralization of education, community participation, challenges of globalization, equality and balance, educational pathways, and students.

2.4. Social Behavior Theory

Hurlock (2003) argues that social behavior shows the ability to become a social person [2]. Furthermore, social behavior is a term used to describe the general behavior exhibited by individuals in society, which is basically in response to what is considered acceptable or unacceptable by one's peer group. The behavior is indicated by feelings, actions, attitudes, beliefs, memories or respect for others (Awal, 2015) [3].

Social behavior is a person's physical and psychological activities towards others or vice versa in order to fulfill oneself or others in accordance with social demands (Hurlock, 2003) [2]. Behavior in language means how to do or run something in accordance with the nature that is appropriate for humans. Socially means everything about society or society. While the term means that social behavior is a person's physical and psychological activities towards others or vice versa in order to meet the needs of self or others in accordance with social demands (Hurlock, 2003) [2].

2.5. Social Interaction Theory

The definition of social interaction according to Bonner in Syaodih (2005) is "a relationship between two or more individuals where the behavior of one individual affects, changes, or improves the behavior of another individual or vice versa" [4]. The meaning of social interaction in Susanto (2011) is activities related to other people, activities related to other parties that require socialization in terms of behavior that can be accepted by others, learning to play roles that are acceptable to others, and efforts to develop attitudes. socially acceptable by others [5].

2.6. Social Psychology Theory

Social psychology consists of two words, namely psychology and social. Psychology is defined as a field of science that focuses on human behavior and mental functions scientifically. Then, social is all behavior related to relationships between individuals. So, the notion of social psychology can also be interpreted as a scientific field that studies human behavior and mentality related to relationships between individuals in society.

2.7. Social Exchange Theory

The Social Exchange point of view holds that people calculate the overall value of a relationship by subtracting the sacrifices from the rewards received (Monge and Contractor, 2003) [6]. The figures who developed the theory of social exchange include psychologists John Thibaut and Harlod Kelley (1959), sociologist George Homans (1961), Richard Emerson (1962), and Peter Blau (1964). According to this theory, we enter into exchange relationships with other people because from them we get rewards. In other words, exchange relationships with other people will produce a reward for us. Like social learning theory, social exchange theory sees behavior and the environment as having a reciprocal relationship.

3. RESEARCH METHODS

3.1. Types of research

In this study, the authors used descriptive research methods with a qualitative approach. Descriptive research is intended to obtain a more in-depth picture of the behavior of lecturers and students at STIPER College who apply free of charge which is the existence of a higher education institution within the scope of the Regional Government of East Kutai Regency by using descriptive research methods and qualitative approaches so that the data source comes from interviews, data generated in the interview is primary data (Suwandi, 2008) [7].

3.2. Research Focus

Based on the formulation of the problems in this study, the focus of this research can be determined as follows:

- 1) The efforts of the East Kutai Regency Government to manage STIPER as a free university
 - a. Planning
 - b. Implementation
 - c. Supervision
- 2) The behavior and performance of lecturers in universities that are free of charge
 - a. Lecturer attendance rate
 - b. Doing college tridharma
 - c. Mapping of lecturers' skills
 - d. Lesson Planning
- 3) Behavior and quality of students in universities that apply free of charge.
 - a. Study time
 - b. College facilities
 - c. Absorption of graduates by the world of business and industry.

3.3. Data Analysis Technique

According to Miles, Huberman and Saldana (2014) in qualitative data analysis there are three flow of activities that occur simultaneously [8]. Activities in data analysis are: Data Reduction, Data Display, and Conclusion Drawing/Verifications.

4. DISCUSSION

4.1. Management of STIPER as a Free University

East Kutai is also one of the regions in East Kalimantan which is known as one of the regions that provides massive subsidies specifically in field education. Starting from elementary school education to college level. Only some regions in Indonesia have a policy of making education free up to the tertiary level. If traced, hardly found except in East Kutai Regency. Even to eliminate the cost of education at the College of Agricultural Sciences or STIPER East Kutai, the Regency Government must allocate an education budget from the East Kutai APBD in the form of grants of Rp. 7 to Rp. 8 billion per year. Meanwhile, for STAIS, the grant fund is IDR 5 billion per year. There is a free program cost education, it is hoped that such a magnificent university, too can be more utilized and in demand by the entire community of East Kutai, rather than being used by outsiders who come to East Kutai to study. If this happens, then of course it is very unfortunate because the cost of education has been freed by the Regional Government.

The role of universities in these revolutions is very important, especially in various experiments regarding the professional demands of certain fields of science. Research that aims to find the truth about facts, basic concepts, and theories or certain science and technology is beneficial to the interests of the community, can be disseminated in communication in universities inside or outside the classroom as an effort and motivation for teaching and learning. These various research criteria are aimed at improving social and economic life and require intellectual exercise in formal or informal forms.

Thus, private universities and the government are not ivory towers in a developing society, but play a role at least as a catalyst in supporting national development, even if the previous description is considered, is an "agency of change" in the world of education and the scientific community in general. Although up to now in reality there is still the impression that the position of PTS and PTN is not equal, what is clear is that PTS as government partners in increasing the index of student participation in tertiary education.

Moreover, recently PTS is being haunted by various assets of our nation in participating in improving the nation's intellectual abilities. Our nation can only compete in the era of globalization, if our nation has an intellectual level that can compete with other nations. This intellectual competition ability can only be provided by our universities. By looking at the role and function of private universities in this era of globalization, it is only natural that we have a new paradigm in viewing and fostering private universities, including the imposition of taxes. Instead, it is necessary to develop a subsidy mechanism that stimulates competition to improve the quality of higher education, especially for private universities.

Based on the results of interviews with informants about the management of STIPER Sangatta as a free university, it shows that:

- a. Planning is carried out in accordance with the RPJPM and the vision and mission that supports the East Kutai government program
- b. Implementation of management is carried out by managing existing resources within a higher education institution such as funds, students and facilities as well as administrative and institutional management
- c. The supervision and audit carried out by the BPK is the same as the supervision and audit conducted by the East Kutai Regency Government.

4.2. The behavior and performance of lecturers at STIPER tertiary institutions are free of charge

As the theory in the information seeking model for professionals by Leckie that the roles and duties of a profession greatly affect the characteristics of a person's information needs. A profession with complex tasks usually has more than one role. According to Leckie's research, there are 5 (five) professional roles that are often referred to as service providers, administrators or managers, researchers, educators, and students (Leckie, 1997) [9].

Lecturers as a profession with complex tasks also have more than one role. From this research, it can be seen that there is a lecturer's awareness of the dual role that must be carried out. This can be seen from the results of interviews with a number of informants, there are several roles that are carried by lecturers. These roles include the role of an educator, as a researcher and as a servant. Each of these roles has a different task. However, as a lecturer, the main role that must be carried out is the role of an educator with the main task of teaching. This task has a large percentage when compared to other tasks. All informants agreed that the role of an educator with teaching tasks is the main task for lecturers. Although the three tasks are both teaching, researching,

The results of an education are called quality in terms of products, according to a version if they have one or more of the following characteristics. First, students show a high level of mastery of learning tasks that must be mastered in accordance with educational goals and objectives, including academic learning outcomes expressed in learning outcomes (internal quality).

Second, the results of education are in accordance with the needs of students in their lives so that by learning students not only know something, but can do something functional for life. Third, the results of education are appropriate or relevant to the demands of the environment, especially the world of work. From this point of view, relevance is an indicator aspect of quality.

Based on the results of interviews with informants about the behavior and performance of lecturers at the STIPER college, it shows that:

- a. The average attendance of lecturers in class is more than 80% of the standard set.
- b. Community service in the form of lecturer research is about 10% of research titles proposed by lecturers and only 5% are approved.
- c. The expertise of the lecturers is in accordance with the majors being taught and the linearity of their education, STIPER has sent many lecturers to continue their education within the region and outside the region and even abroad to continue their education.

Teaching planning is done by requiring lecturers to make RPP for each subject they teach, for lecturers who have not been able to make RPP, STIPER has carried out RPP preparation workshops for all lecturers. Given the multidimensional and multi-criteria nature of the quality of lecturers in education, to achieve this, we are required to place our position clearly. the state of fostering lecturers in our universities, both PTN and PTS. We all know that we continue to struggle with these problems. Moreover, there is a symptom of a less attractive lecturer's job for the best academics. Therefore, one of our joint efforts is how the teaching profession can attract the best of the best.

Meanwhile, the role as a researcher requires lecturers to conduct research in order to find new things that are needed by the community and this is in line with tasks in the context of community service. Tasks in this role require many up-to-date sources of information for reference. This is because in research it is required to find new and useful things both for the community and for the institution. This need for diverse information sources affects their relatively diverse information seeking activities or processes when compared to the tasks in the other two roles. The duties of lecturers in the role of community servants are understood by some lecturers as an obligation to contribute their work and dedication to the community.

4.3. Behavior and quality of graduates of STIPER Sangatta college students who are free of charge

Students are a group of intellectual human beings who will metamorphose into successors of the development relay spear in every country with their intelligence expected to be able to break down the pillars of a country's emptiness in seeking the perfection of the life of the nation and state and morally they will be required to take academic responsibility in producing works that are useful for life. environment.

Students as the main actors and agents of change in the renewal movements have the meaning of a group of intellectual humans who view everything with clear, positive, critical, responsible and mature minds. Edward Shill categorizes students as an intellectual layer who has a distinctive social responsibility. Shill mentions that there are five functions of the intellectuals, namely creating and spreading high culture, providing national and international charts, fostering empowerment and jointly influencing social change and playing a political role.

Campus is a place to gain knowledge for students, has an important role in terms of learning. The existing campus environment, such as libraries, study rooms, laboratories, mosques, offices, lecturers and employees, can contribute to the scientific development of students. Students have the provision to search, explore, and explore scientific fields by reading, observing, selecting reading materials to be studied, then poured into various scientific works. Studying in college is very fun, exciting, and has its own uniqueness, especially in understanding something, we are given the freedom and flexibility to think, experiment and be creative. Students are given the freedom because they are considered as adults who know their needs, for tomorrow's provision,

In college students only attend lectures on certain days and hours, this condition is actually beneficial, because students can take advantage of the available time with various kinds of activities, both academic and non-academic. Students on average have an age between 19-21 years, in that age they experience the development of late adolescence to early adulthood. As students who are entering the stage of maturity and independence from adolescence to adulthood, in conditions like this an inappropriate lifestyle will bring students to the level of boredom, laziness and boredom of learning. If motivation is lacking, lecturers are not collaborative, are not interesting in delivering lectures, rarely come in, or deliver the same material, students will feel bored and lazy to study. The success of studying in higher education is also influenced by the social environment, if you mix with a conducive environment, students will not experience obstacles in learning. But if they are in a social environment that is not conducive, students will experience many learning barriers.

Table 1. Existing Behavioral Models of Lecturers and Students of the College of Agricultural Sciences (STIPER) of Sangatta City (Social Reality Study of the Implementation of the Tridharma of Higher Education at STIPER, Sangatta City, East Kutai Regency)

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
The behavior of lecturers and students of the City of Agricultural Science College (STIPER) Really. (Social Reality in the Implementation of the Tridharma of Higher Education)	How is STIPER managed as a free university?	The efforts of the East Kutai Regency Government to manage STIPER as a free university	a. Planning b. Implementation c. Supervision	<p>Finding 1: This management is carried out so that there is a need to improve the quality of this STIPER as a private university in East Kutai, this is highly demanded by the entire campus community, the main management is contained in the planning and the suitability of the planning with the vision and mission of the East Kutai Regency. These include lecturers, rectorate staff, staff administration, teaching-learning strategies and other learning support facilities</p> <p>Finding 2: At STIPER, university management is carried out, among others, by planning for the development and management of lecturer resources in accordance with government policies and the strategic plan for developing STIPER in accordance with the RPJMD of East Kutai Regency.</p> <p>Finding 3: In managing this STIPER, there are many things that must be considered to be managed, the first and foremost is the regeneration of qualified personnel and higher education leaders in accordance with the vision, mission and work plan that supports the East Kutai regional government because STIPER Sangatta is indeed a private university, but all of them is the government that finances including this building belongs to the regional government, so if we have a leader/rector, we must be able to synergize with the local government</p> <p>Finding 4: Next is how to manage existing resources within a higher education institution such as students, funds and facilities. For students and lecturers, problems usually arise regarding quality and quantity issues, moreover these problems are related to the problem of student management costs which are very closely related to financing, but for financing we leave it entirely to the budget from the local government for funds used for teaching and learning operations. and the welfare of lecturers and in the management related to this financing we will also be audited by internal audit from STIPER Sangatta and external auditors, both independent, inspectorate and BPK. The principle is the same as auditing in district government finances too</p> <p>Finding 5: In the management of higher education institutions that must unite managerial and academic which must be stable but remain dynamic in responding to changes in the world of science. We also have to manage working relationships and various interests within higher education institutions, between foundations, the East Kutai regency government and other management groups</p>	<p>a. Planning is carried out in accordance with the RPJPMD and the vision and mission that supports the East Kutai government program</p> <p>b. Implementation of management is carried out by managing existing resources within a higher education institution such as funds, students and facilities as well as administrative and institutional management</p> <p>c. Financial supervision and audit at STIPER Sangatta is carried out by BPK</p>	ManagementSTI PER Completely in accordance with the RPJPMD program East Kutai Regency

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
				<p>Finding 6: The strategic link to make the campus quality, of course, the driving force is the lecturers who are professional and qualified. Here we also consider the ratio between lecturers and students so that learning is optimal, besides that we are also very concerned about the education of lecturers. All of our lecturers have master's degrees here and we are still sending some lecturers for doctoral studies abroad and abroad</p> <p>Finding 7: Management and supervision in finance and administration is then an important thing, but we are still here to pay attention to the management and supervision of administration and finance on this campus because this administration will determine the success or failure of the mission of a college from skills in the field of administration and management of higher education.</p> <p>Finding 8 : For financial supervision, it is the same as financial supervision in the local government because we are a private campus owned by the local government, so it's okay, it's the same as in the local government, audits are also from the BPK, including this campus and its contents are district government assets, so asset management this registered with the East Kutai regency</p>		
	How is the behavior and performance of lecturers at the free STIPER college?	The behavior and performance of lecturers in higher education is free of charge	<ul style="list-style-type: none"> a. Lecturer attendance rate b. Doing college tridharma c. Mapping of lecturers' skills d. Lesson Planning 	<p>Finding 9 : for the quality of teaching, judging from the attendance data of lecturers in class, it can be said that the quality is not too bad because the average attendance of lecturers in class is more than 80% of the standards set by the campus, they lecturers also carry out teaching and learning activities in accordance with the RPS and RPP which they arrange at the beginning of the semester before teaching and learning activities begin, we always monitor this and evaluate whether each lecturer teaches according to the RPP and RPS that are prepared, in the sense that the lecturer does not just enter, absent and then gives assignments to students, but class actions what they do is the method according to what is used as the goal in the RPP and RPS</p> <p>Finding 10: This campus sets a standard lecturer attendance rate of 80% on average. The lecturers at STIPER Sangatta are diligent, evaluating our attendance on average more than 80%. We were present and taught according to the RPS we made, explaining the material to students, discussing, giving assignments and quizzes. In the teaching and learning process, we are always evaluated by the assistant dean of the curriculum section and we always have a meeting at the end of the semester to evaluate the teaching and learning process and a meeting at the beginning of the semester for teaching preparation, including submitting RPS and RPP to the faculty.</p> <p>Finding 11 : if for the Tridharma of community service, what is mostly done is in the form of research by our lecturers here, our lecturers also conduct research for community</p>	<ul style="list-style-type: none"> a. The average attendance of lecturers in class is more than 80% of the standard set. b. Community service in the form of lecturer research is about 10% of research titles proposed by lecturers and only 5% are approved. c. The expertise of the lecturers is in accordance with the majors being taught and the linearity of their education, STIPER has sent many lecturers to continue their education within 	It is very necessary for the understanding and ability of lecturers to analyze the surrounding problems to be submitted as a research title to be suitable for community service

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
				<p>service to Dikti, only the percentage is still small, about 10% on average the research titles proposed by lecturers in one year Dikti of all lecturers, actually all lecturers have the same opportunity to submit their research proposals as a fulfillment of the Tridarma of Higher Education, but there are still many lecturers who have not carried out their obligations for various reasons. We here, the rectorate and the dean have tried to support the lecturers to make a community service research proposal, we have also facilitated these lecturers to take part in technical training in the preparation of the research proposal,</p> <p>Finding 12 : the role of lecturers in quality assurance on campus The role of lecturers in quality assurance in higher education is defined as the behavior expected of a lecturer, in terms of carrying out learning, research and community service tasks. In achieving the three dharmas of higher education, namely for the quality of teaching, judging from the attendance data of lecturers in class, it can be said that the quality is not too bad because the average attendance of lecturers in class is 80% of the standard set. A large percentage of the quality of teaching has not been followed by the quality of research and the quality of community service. Based on the data from the Higher Education, if I'm not mistaken, for STIPER Sangatta lecturers, the average number of research titles proposed by lecturers in one year is around 10% of the total number of lecturers at STIPER Sangatta. With this, it means that the lecturers have not been able to balance the data on the presence of lecturers in the class, it can be said that the quality is not too bad because the average attendance of lecturers in the class is 80% of the standard set. A large percentage of the quality of teaching has not been followed by the quality of research and the quality of community service. Based on the data from the Higher Education, if I'm not mistaken, for STIPER Sangatta lecturers, the average number of research titles proposed by lecturers in one year is around 10% of the total number of lecturers at STIPER Sangatta. With this, it means that the lecturers have not been able to balance in implementing the Tri Dharma of Higher Education.</p> <p>Finding 13 : to improve the quality of lecturers, a lecturer is obliged to increase research, reproduce writings in order to find new things for the community, for that we are also sent by the campus to take part in various trainings, seminars and workshops funded by the campus, some are also sent to attend workshops writing of national and international journals in Kopertis, cooperation also exists to improve the quality of lecturer research at state universities such as Unmul, Unhas and others in Java.</p> <p>Finding 14 : As lecturers we are required to be professional in providing learning to students, we are tested for their competence by making a corps design or lesson plan. Lecturers are not only teaching, but there are other tasks that must also be done, especially</p>	<p>the region and outside the region and even abroad to continue their education.</p> <p>d. Teaching planning is done by requiring lecturers to make RPP for each subject they teach, for lecturers who have not been able to make RPP, STIPER has carried out RPP preparation workshops for all lecturers</p>	

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				<p>permanent lecturers to improve their competence, namely research and community service. As for the expertise of our lecturers, all of them come from the department they teach, for example lecturers at the faculty of agriculture, yes they come from the faculty of agriculture as well as their lectures and we try to make these lecturers linear in their education. In terms of education level, they used to be able to enter with an undergraduate education, but now we have sent many lecturers for us to study both within the region and outside the region and some of them are even sent abroad to continue their education.</p> <p>Finding 15 : Teaching is the main task, because in Dikti, those who are continuing their studies do not have a priority to be free from work, we still have to teach. The development of the quality of lecturers here is carried out, including by sending lecturers to continue their studies at the doctoral level. Here the lecturers have a minimum of S2 education and are linear with their respective fields. Currently starting to send lecturers to continue their doctoral studies, there are about 13 lecturers who are currently studying at universities at home and abroad, as well as abroad.</p> <p>Finding 16 : So when I get an assignment in the field of agricultural technology, this is the time I have to devote my knowledge, in community service, I think something new related to research results is something that is needed for the benefit of the community.</p> <p>Finding 17 : Because the main task of lecturers is teaching, a large percentage of the task is teaching, while research and community service are as support, lecturers are encouraged to conduct research and write journals both nationally and internationally. The campus also provides fees for lecturers to attend seminars, training and workshops both in East Kalimantan and outside East Kalimantan...” (WAD)</p> <p>Finding 18 : What we get is certainly a monthly salary, incentives and allowances for lecturers from the district government, we also get, in other words, what we get from district government employees, we also get. As for the obligations, we lecturers here are obliged to make a teaching plan / RPP according to the subjects being taught, if for how to make RPP, it has been taught during a workshop held by STIPER for all lecturers</p> <p>Finding 19: For teaching planning, lecturers are required to make RPP for each subject they teach so that it is directed in their learning, for lecturers who have not been able to make, STIPER has carried out a RPP preparation workshop for all lecturers. In addition to making lesson plans and lesson plans, lecturers are also tasked with testing, assessing, assigning assignments to students in accordance with the university's vision and</p>		

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
				<p>mission, as well as guiding, both guiding students in writing final assignments as well as guiding more junior lecturers.</p> <p>Finding 20: This campus sets a standard lecturer attendance rate of 80% on average. The lecturers at STIPER Sangatta are diligent, evaluating our attendance on average more than 80%. We were present and taught according to the RPS we made, explaining the material to students, discussing, giving assignments and quizzes. In the teaching and learning process, we are always evaluated by the assistant dean of the curriculum section and we always have a meeting at the end of the semester to evaluate the teaching and learning process and a meeting at the beginning of the semester for teaching preparation, including submitting RPS and RPP to the faculty.</p>		
	<p>How is the behavior and quality of students in STIPER college graduates who are free of charge?</p>	<p>Behavior and quality of students in universities that apply free of charge.</p>	<p>a. Study time b. Absorption of graduates by the world of business and industry.</p>	<p>Finding 21 : For our students here, there are more than 1000 people, for the exact number of data, we will ask the student section. Because STIPER is the only university in East Kutai and its surroundings that is non-religious, if our religion in Sangatta has a STAIS name, so it's only natural that we always have a lot of students, initially this STIPER was used for civil servants who have not yet S1 to continue college, so in addition to working in the agency they can continue their undergraduate studies on weekends without the need to go far to study at Unmul Samarinda, then continue to develop for regular lectures intended for students who have just graduated from high school and we are opening new study programs according to market demands in East Kutai in general and Indonesia in general. Until now our students are not only from the East Kutai area, but from all over Indonesia and they also get the same rights, both free lectures. As for the graduation rate, about 80% of the students graduate on time in the range of 4-5 years. If it's a DO, of course, every university must exist, we continue to encourage students to immediately complete their studies and reduce the DO number. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in their agencies and some have become members of the council. As for the graduation rate, about 80% of the students graduate on time in the range of 4-5 years. If it's a DO, of course, every university must exist, we continue to encourage students to immediately complete their studies and reduce the DO number. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in their agencies and some have become members of the council. As for the graduation</p>	<p>a. Students at STIPER graduate on average in 4.5 years of study, there are also some students who drop out in their studies, but the number is small, only 0.5% of the number of students who are on their final assignments. b. The facilities and convenience of studying at STIPER are felt equally by all students, both students from East Kutai Regency and students from outside</p>	<p>According to associative social theory</p>

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
				<p>rate, about 80% of the students graduate on time in the range of 4-5 years. If it's a DO, of course, every university must exist, we continue to encourage students to immediately complete their studies and reduce the DO number. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in their agencies and some have become members of the council. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in their agencies and some have become members of the council. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in their agencies and some have become members of the council.</p> <p>Finding 22 : There are around 1,173 students at STIPER Sangatta Kutai Timur in 5 study programs. 60% are native students from East Kutai and the remaining 40% are students from outside East Kutai and Outside East Kalimantan</p> <p>Finding 23 : Students at STIPER average 4.5 years of study time, there are also some students who drop out in their studies, but the number is small, only 0.5% of the number of students who are on their final assignments. In 2019, we graduated 129 undergraduates from 5 study programs.</p> <p>Finding 24 : All lectures here are free, there is no payment even though I am from outside East Kutai and even from outside the island of Kalimantan. Here the lecturers who teach are according to their fields and are of high quality. We are excited to study here, the facilities are complete, the laboratory is also complete, although our lectures are free but we can enjoy a quality education</p> <p>Finding 25 : There are many facilities that we can get even though we are not natives of the region, apart from free education, we can also apply for scholarships and that is facilitated by the campus. There are local government, national and company scholarships, we are free to choose according to the criteria we can meet.</p>	<p>the East Kutai Regency.</p> <p>c. Most of them work as civil servants / civil servants in East Kutai Regency, working in oil palm plantations, coal mining, oil and gas, private entrepreneurs and as members of the legislature.</p>	

Phenomenon	Research Problem	Problem Focus	Problem Indicator	Case Finding	Minor Proposition	Proposition Major
				<p>Finding 26 : All who study here get the same facilities, between us as local people in East Kutai and friends from outside the area are equally free to study even though the KTP is not the KTP East Kutai. Many friends are also from outside the area.</p> <p>Finding 27 : With the reduced costs and facilities that we get here, we are also entitled to apply for scholarships from anywhere. Our job is to study well and finish college as soon as possible so that we can immediately work in accordance with our majors.</p> <p>Finding 28 : for alumni, STIPER Sangatta East Kalimantan already has around 925 alumni, most of them work as civil servants / civil servants in East Kutai Regency, work in oil palm plantations, coal mining, oil and gas, private entrepreneurs and there are 4 (four) people as members of the legislative council</p> <p>Finding 29 : Most of our alumni at STIPER Sangatta are indeed civil servants / ASN, this is because at first this campus was intended for study assignments for employees who are going to career paths, so the financing is free and all costs are borne by the local government</p> <p>Finding 30 : for our students here there are more than 1000 people, for the exact number of data, we will ask the student section later. Because STIPER is the only university in East Kutai and its surroundings that is non-religious, our religious one in Sangatta has a STAIS name, so it's only natural that we always have a lot of students, initially this STIPER was used for civil servants who have not had an undergraduate degree to continue college, so in addition to working in the agency they can continue their undergraduate studies on weekends without the need to go far to study at Unmul Samarinda, then continue to develop for regular lectures intended for students who have just graduated from high school and we are opening new study programs according to market demands in East Kutai in general and Indonesia in general. Until now our students are not only from the East Kutai area, but from all over Indonesia and they also get the same rights, both free lectures. As for the graduation rate, about 80% of the students graduate on time in the range of 4-5 years. If it's a DO, of course, every university must exist, we continue to encourage students to immediately complete their studies and reduce the DO number. Students who are more than 5 years old and have just graduated are usually constrained in their research, because usually these agricultural students have experimental research, so they have to wait for the results of their experiments to finish before completing their studies. While most of our graduates here are civil servants, there are also many who have become officials in</p>		

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5. CLOSING

5.1. Conclusion

- 1) Management of STIPER as a free tertiary institution includes the regeneration of qualified tertiary personnel and leaders in accordance with the vision, mission and work plans that support the East Kutai regional government, managing existing resources within a higher education institution such as students, funds and facilities., administrative management, management of higher education institutions that can unite managerial and academic, management of professional and quality teaching staff/lecturers. All operational costs at the STIPER Sangatta College in East Kutai come from grants from the local government of East Kutai Regency.
- 2) The behavior and performance of lecturers at STIPER tertiary institutions is that the attendance of lecturers in the class averages more than 80% of the set standards. Community service in the form of lecturer research is around 10% - 20% of research titles proposed by lecturers and only 5% are approved. To improve the quality of the lecturers, doctoral study assignments are carried out for lecturers according to their scientific fields, participating in various trainings, seminars and workshops financed by the campus and writing national and international journals. Although studying at STIPER Sangatta East Kutai is free of charge, the welfare of the lecturers is also very important as evidenced by the salaries, incentives and allowances from the East Kutai Regency Government.
- 3) Behavior and quality of graduate students from STIPER Sangatta East Kutai are students at this STIPER who graduate on average in 4.5 years of study, there are also some students who drop out in their studies, but the number is small, around 0.5% only from the number of students who are doing their final project. Most of them work as civil servants / civil servants in East Kutai Regency, work in oil palm plantations, coal mining, oil and gas, private entrepreneurs and as members of the legislature. In addition to free education, all students from East Kutai and from outside the region can also apply for various scholarships according to the criteria that can be met.

5.2. Implications of Research Results

1) Theoretical Implications

Based on the description and analysis as stated in Chapter V above, it can be seen that behavior in the teaching and learning process is a dynamic action and is influenced by a number of factors.

According to Krech (1962) revealed that to understand the social behavior of individuals can be seen from the tendency of the characteristics of interpersonal response tendencies [10]. The decline in interpersonal responsiveness consists of:

- a. The tendency of the role (role disposition), namely the tendency that refers to the duties, obligations and positions of an individual.
- b. Sociometric dispositions (sociometric dispositions) are tendencies related to preferences, beliefs, and attitudes towards other individuals
- c. Expression (expression disposition) is a tendency that is related to self-expression by displaying special habits (particular fashion),

The research that we do is basically able to reduce the theoretical concept as proposed by Krech. In reality, as we stated in the results of this study, there are indeed role tendencies, sosymmetric tendencies and expressions, which occur when behavioral interactions occur.

In connection with this matter, basically this research supports Krech's opinion regarding the Social Behavior Theory as described above.

2) Practical Implications.

Basically, the studies and analyzes that have been carried out by researchers will be able to provide practical implications for a behavioral process, especially in teaching and learning. It becomes very interesting when the behavioral process in teaching and learning occurs in universities that apply free education fees, such as in universities that are the object of this research.

A number of findings relating to the behavior of lecturers and students in teaching and learning interactions have become very valuable input for the Sangatta College of Agricultural Sciences and in general as input to the East Kutai Regency government.

5.3. Suggestion

- 1) Management through the quality management approach of STIPER Sangatta East Kutai as a whole in the campus community, such as: input, lecturers, rectorate staff, administrative staff, teaching and learning strategies, facilities and infrastructure.
- 2) Increase collaboration with other relevant agencies so as to develop human resources for lecturers and the tridharma of higher education.
- 3) Leaders and higher education institutions should show more visionary transformative leadership, considering that the competition in the future is getting tougher and tougher.

- 4) Lecturers should be more aware of and improve their competence and work motivation, which is indicated by the increasing quality of teaching, research, and community service

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