





PERFORMANCE REPORT

FEB-UNESA











PERFORMANCE REPORTS

FACULTY OF ECONOMICS AND BUSINESS
SURABAYA STATE UNIVERSITY
2023

FOREWORD

To carry out the duties and functions of the institution, the Faculty of Economics and Business, Surabaya State University (FEB Unesa) is part of a government agency, namely Surabaya State University, and is obliged to submit an accountability report in the form of a Performance Report (LAKIN) for 2023. This report contains various information that has been achieved and obstacles that have arisen, as well as solutions that will be implemented in the 2023 budget year, which are adjusted to the provisions and agreements set by Unesa, namely the Guidelines for Preparing Performance Reports.

To carry out the Faculty of Economics and Business activities and operations, Unesa refers to the Strategic Plan (Renstra) of the Faculty of Economics and Business, Unesa, which is described and stated periodically in the Business Plan and Budget (RBA). So, in preparing the LAKIN for the Faculty of Economics and Business, Unesa in 2023, it is based on the program, implementation, achievements, and obstacles of the Business Plan and Budget, along with revisions carried out during 2023.

The submission of this report is adjusted to the real conditions that occur; therefore, input and suggestions are still needed to improve the planning and implementation of future activities. Hopefully, this report will be useful for the progress of the institution's future development and can support the preparation of LAKIN, Surabaya State University.

Surabaya, 04 January 2024
Dean,

Prof. Dr. Anang Kistyanto, S.Sos., M.Si.
NIP 197112092005011001

EXECUTIVE OVERVIEW

This performance report has been prepared as a form of transparency and accountability in the implementation of programs that have been implemented by the Faculty of Economics and Business, Surabaya State University during 2023. In its position, the Unesa Faculty of Economics and Business is one of the academic implementing elements that carries out some of the duties, functions and authority of Surabaya State University (Unesa). The task of the Faculty of Economics and Business at Unesa is to coordinate and implement the Tri Dharma of Higher Education which includes education and teaching, research and community service in the main fields under its authority, namely economic education, business, management, finance and entrepreneurship. In carrying out its duties and in line with the program targets that have been determined, in 2023 the Faculty of Economics and Business will run programs with the following targets and actual achievements:

To carry out its duties, the Unesa Faculty of Economics and Business always refers to the policies of the Ministry of Education, Culture, Research and Technology as well as the Strategic Plan for the State University of Surabaya (Unesa Renstra) 2020-2024. The Unesa Faculty of Economics and Business Strategic Plan was prepared to further strengthen the implementation of education by emphasizing efforts to improve the quality of graduates, academic staff and education personnel, including facilities and infrastructure, developing scientific and technological capabilities, technological and vocational education and strengthening competitiveness. For this reason, based on the policies of the Ministry of Education, Culture, Research and Technology and the Unesa Strategic Plan, the Faculty of Economics and Business is designed to be a higher education implementation unit that can: 1) support the government's strategic policies through the Ministry of Education and Culture, 2) support Unesa's strategic policies, 3) prepare graduates who have competence in the fields of economics, business and entrepreneurship education on a national, regional and international scale, 4) support Unesa's independence in the context of educational autonomy, and 5) become a healthy institution, namely a higher education institution capable of carrying out its duties and functions effectively and efficiently.

In order to measure the achievement of the strategic targets that have been set in the 2020-2024 Strategic Plan of the Faculty of Economics and Business, Unesa, they are outlined in a performance accountability report to the public. The activity targets to be achieved by the Unesa Faculty of Economics and Business are as follows: 1) Improving the governance of environmental work units at the Directorate General of Higher Education; 2) Increasing the Quality of Higher Education Graduates; 3) Increasing the Quality of Curriculum and Learning; 4) Increasing the Quality of Higher Education Lecturers; 5) Increasing the quality of higher education graduates; 6) Increasing the number of students who receive recognition; 7) Increasing the number of students who are entrepreneurs; 8) Increasing the number of students taking part in student exchange programs; 9) Increase in students taking part in community service activities; 10) Increasing the national mental quality of students; 11) Increasing the quality of competition organization; 12) Increasing student achievement; 13) Increasing the quality of organizing seminars/conferences; and 14) Student participation as speakers at conferences.

According to the performance measurement results of the Faculty of

Economics and Business in general, it can be said that the performance target planned for 2023 can be achieved. This can be seen from the achievement of budget absorption performance which reached 99.93%. Even though it has not been fully achieved, and there is a refund ceiling of around Rp. 5,553,223,- but the performance achievements and budget achievements can be assumed that the performance accountability of the Unesa Faculty of Economics and Business in 2023 was successful. This performance report will describe the achievements of each main performance indicator and activity performance indicators that support the achievement of the KPI target.

LIST OF CONTENTS

Cover page i
Foreword ii
Executive Overview iv
List of contents vii
List of Tables viii
list of Figures ix
CHAPTER I INTRODUCTION
A. Background 1
B. Purpose and objectives 4
C. Main Duties and Functions, and Organizational Structure 4
D. Human Resources 9
E. Main Problems Being Faced 10
CHAPTER II PERFORMANCE PLANNING
A. Work Unit Strategic Plan
1. Vision 13
2. Mission 13
3. Objective 14
4. Program Goals 14
5. Policy Direction and Strategy 15
B. 2023 Performance Agreement
1. Summary of the Organization's Strategic Plan 15
2. 2023 Performance Agreement 15
CHAPTER III PERFORMANCE ACCOUNTABILITY 18
A. Analysis of Organizational Performance Achievements in 2023 18
B. Budget Realization 30
CHAPTER IV CLOSING 25
1. Conclusion 31
2. Steps to Improve Future Performance 31

LIST OF TABLES

Table 1.1 Number of Lecturers at the Faculty of Economics and Business 10
Table 2.1. Faculty of Economics and Business Performance Agreement 16
Table 3.1. Performance Achievements of the Faculty of Economics and Business 18

LIST OF FIGURES

Figure 1.1 Organizational Structure of the Faculty of Economics and Business, Unesa 9

CHAPTER I
INTRODUCTIO
N

A. Background

The history of the founding of the Faculty of Economics cannot be separated from the history of the founding of the Surabaya Teacher Training and Education Institute (IKIP) which began around 1950. Starting from the BI and B-II courses in Chemistry and Science which utilized facilities and infrastructure in the form of classrooms and laboratories from Dutch education, Hoogere Burger Schol (HBS). These courses are held in Surabaya to meet the needs of teachers at junior and senior high school levels. These courses include BI Economics, and BI Business which lasted until 1960.

To eliminate the dualism of BI and B-II courses with graduates without degrees, and the Faculty of Teacher Training and Education (FKIP) which produces graduates with degrees, with MPRS Decree No. 11/MPRS/1960 these two courses were integrated into the Faculty of Teacher Training and Education (FKIP) which produces secondary school teachers. Furthermore, this institution, based on the Decree of the Minister of Education and Culture number 6/1961 dated 7 February 1961, was integrated into one of the faculties in the FKIP Airlangga University, Malang Branch in Surabaya, then integrated with the Teacher Education College (PTPG) to become the FKIP Airlangga University, Surabaya Branch.

In 1963, the Surabaya Branch of FKIP Airlangga was integrated again with the Teacher Education Institute (IPG) to become IKIP. After IKIP was established, FKIP Malang became IKIP Malang and separated from Airlangga University. At that time IKIP had many branches, including the Surabaya Branch, Madiun Branch, Singaraja Branch, and Kupang Branch. FKIP Malang Surabaya Branch became IKIP Malang Surabaya Branch.

In 1964, based on the Decree of the Minister of Higher Education and Science (PTIP) Number 182 of 1964 dated 19 December 1964, IKIP Surabaya was officially established on Jalan Kayoon 72-74 Surabaya. At that time, IKIP Surabaya had five faculties, namely the Faculty of Education (FIP), the Teaching Faculty of Social Sciences (FKIS), the Teaching Faculty of Literature and Arts (FKSS), the Teaching Faculty of Exact Sciences (FKIE), the Teaching Faculty of Engineering Sciences (FKIT). Then one more faculty was added, based on the Decree of the Minister of Education and Culture Number: 042/O/1977, the Sports College (STO) was integrated into IKIP Surabaya under the name Sports Science Teaching Faculty (FKIK).

Furthermore, in its development, the faculties at IKIP Surabaya changed their names to Faculty of Education Sciences (FIP), Faculty of Social Sciences Education (FPIPS), Faculty of Mathematics and Natural Sciences Education (FPMIPA), Faculty of Language and Arts Education (FPBS), Faculty of Technical and Vocational Education (FPTK), and Faculty of Sports and Health Education (FPOK).

In 1999 based on RI Presidential Decree No. 93 In 1999, IKIP Surabaya changed to Surabaya State University. This is in accordance with the results of the decision of the senate meeting on 12 October 1998, which agreed that the post-conversion name of IKIP Surabaya would be Surabaya State University, abbreviated as Unesa. In English, the agreed name is State University of Surabaya.

Unesa is an institution that has a dual mission and remains based as an LPTK (Institution for Educational Personnel Education). Unesa continues to carry out its main mission, namely organizing educational programs in addition to non-educational programs. So Unesa still has the duty and responsibility to produce educational staff/educators for preschool education, primary education and secondary education, in accordance with RI Presidential Decree No. 93 of 1999.

Based on the expansion of its mandate and changes, Unesa still has six faculties which also underwent name changes, namely the Faculty of Education Sciences (FIP), Faculty of Languages and Arts (FBS), Faculty of Mathematics and Natural Sciences (FMIPA), Faculty of Social Sciences (FIS) , Faculty of Engineering, and Faculty of Sports Science (FIK).

In 2006 or seven years after the conversion, Unesa opened a new faculty, namely the Faculty of Economics (FE). This is in accordance with the letter issued by the Director General of Higher Education Number 761/D/T/2006 concerning the Opening of the Unesa Faculty of Economics dated 16 February 2006, and the Unesa Chancellor's Decree No. 050/J37/HK.01.23/PP.03.02/2006 concerning the Separation of the Department of Economic Education from the Faculty of Social Sciences to become the Faculty of Economics dated March 16 2006, and currently with the existence of the Faculty of Economics the number of Faculties at Unesa has increased to seven Faculties.

In its development, global dynamics have an impact on university and faculty management as well as demands for international accreditation. Therefore, in 2021 the Faculty of Economics (FE) will transform into the Faculty of Economics and Business (FEB). Currently the Faculty of Economics and Business has 9 (nine) undergraduate study programs, 3 (three) master's study programs, and 2 (two) doctoral study programs consisting of: digital business master's degree, economic education master's degree, management master's degree, accounting master's degree, management master's degree, doctoral degree Economic Education. Apart from that, the Unesa Faculty of Economics and Business seeks to develop itself by opening new study programs such as Masters in Halal Industrial Management/Islamic Economics, Professional Accounting Education (PPAk), Bachelors in Tourism and Hospitality, Doctors in Accounting, Masters in Economics, Masters in Digital Business, Doctors in Halal Industry Management. / Islamic economics.

In managing study programs, the Faculty of Economics and Business has a mission to develop the economics faculty into a Good Faculty Governance to ensure customer satisfaction. As an effort to realize this mission, the civil service system is built based on five good criteria, namely credible, transparent, accountable, responsibility and justice. To create a system of civil service that meets these criteria, the implementation of civil service is guided by the applicable regulations. The five criteria are described below.

Credible means having legitimacy and being trusted by society and stakeholders. The credibility of the Unesa Faculty of Economics and Business has been certified by ISO 9001:2018 certification. The accountability of the Unesa Faculty of Economics and Business is demonstrated by submitting FEB performance accountability reports in a transparent and fair manner to stakeholders. The reporting system follows the reporting flow that has been created and mutually agreed upon, including the matters that are reported. Supervision of the implementation of the learning process is carried out through: monitoring and evaluating lectures, filling out questionnaires by students, and satisfaction surveys for student customers and GPM employee customers.

Transparent means being able to provide information that is relevant and easily accessible to stakeholders. The transparency of the Unesa Faculty of Economics and Business is demonstrated by efforts to convey information in a transparent, accurate and relevant manner that is easily accessible to stakeholders, be it financial information, policies or activities carried out. Transparency of financial management information is reflected in the participatory process of preparing the Budget Expenditure Plan (RBA) or a combination of top down–bottom up at the Unesa Faculty of Economics and Business, through meetings between Faculty leaders and Heads of Departments/study programs. Transparency of policy information and implementation of activities is carried out by conveying or distributing relevant information to all Heads of Departments/Heads of Study Programs for further transmission to lecturers, students, sub-unit managers and student organizations, through various media, such as: announcement letters/notifications, information and audio visual boards placed in several strategic places around the campus, the Faculty of Economics and Business website and guidebooks.

The responsible aspect in the governance system of the Faculty of Economics and Business is characterized by a high response from the Dean in enforcing all rules in accordance with the organizational structure, job descriptions, ethics, both lecturer, staff and student ethics, as well as functions and responsibilities, as regulated in faculty handbook.

Justice is defined as equal treatment of the entire academic community and educational staff (tendik). The administration at the Unesa Faculty of Economics and Business is carried out referring to generally accepted principles of justice, such as distributive justice and procedural justice. The principle of distributive justice is implemented in the form of: (1) determining budget allocations in the Business and Budget Plan (RBA) each year in each field (academic, general and financial, and student affairs) and department/prodi in accordance with budget needs and availability; (2) the reward and sanction system is carried out fairly, for example awards are carried out based on performance as an implementation of remuneration at FEB Unesa, and this is carried out fairly and consistently; (3) human resource development, not only aimed at lecturers, but also at staff, which is budgeted annually; (4) a system for selecting structural leaders that applies equally to all academic members who meet the requirements.

As an effort to realize Good Faculty Governance, the government has issued Presidential

Instruction of the Republic of Indonesia Number 7 of 1999 concerning Performance Accountability of Government Agencies which includes four stages of performance management activities, consisting of: preparation of strategic plans, performance measurement, performance reporting, and performance evaluation. Like every government agency, it must have a strategic plan that will be implemented within a certain time period.

The strategic plan will be translated into each annual performance plan according to the expected fields. The next stages of activities, namely performance measurement, reporting and evaluation, are a series of activities that form an integrated and continuous performance accountability cycle. Accountability for the implementation of all stages of these activities, in the form of performance reports submitted in stages to respective superiors, supervisory institutions.

B. Intent

This performance report is intended to account for the implementation of the duties and functions of the Faculty of Economics and Business as well as material for evaluating the implementation of duties and functions, and in this report the results of the achievements of the implementation of programs and activities are also presented using indicators that have been determined as performance measurement parameters. The purpose of performance reporting is to provide measurable performance information to mandate providers regarding the performance that has been and should be achieved and as a continuous improvement effort for the economics faculty to improve its performance in the future.

C. Main Duties and Functions, and Organizational Structure

1.Main Duties and Functions

Based on the Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 15 of 2016 concerning the Organization and Work Procedures of Surabaya State University Article 49 Faculties have the task of organizing and managing academic, vocational and/or professional education in one or several science trees/groups and technology. Based on article 50, in carrying out the duties as intended in Article 49, the Faculty carries out the functions:

a. Implementation and development of education in the faculty environment;

b. Carrying out research for the development of science and technology;

c. Implementation of community service;

d. Implementation of training for educators, education staff and students; And

e. Implementation of administrative affairs.

2. Organizational Structure

Based on the Regulation of the Minister of Research, Technology and Higher Education of the Republic of Indonesia Number 37 of 2022 concerning the Organization and Work Procedures of the State University of Surabaya Article 47 paragraph 3, the Faculty organs consist of: Dean and Deputy Dean; Faculty Senate (SAF); Study Program Coordinator; Laboratory/Workshop/Studio; and Faculty Offices.

a. Dean

The Dean as referred to in paragraph (1) is assisted by 2 (two) Deputy Deans. The Deputy Dean is under and responsible to the Dean.

1) The Dean as referred to in Article 14 letter a has the task of leading and managing the Faculty.
2) The Dean as referred to in Article 14 letter a is below and is responsible to the Chancellor. In carrying out the duties as intended in Article 15 paragraph (1), the Dean carries out the functions:
    a. determining the Faculty's annual work program and budget;
    b. determining policies for the implementation and management of academic education at the Faculty level;
    c. organizing education and research, implementation management and community service at the Faculty;
    d. implementation of academic administration services and general administration of the Faculty;
    e. organizing coaching and developing student potential;
    f. development and guidance of Faculty human resources;
    g. budget management and Faculty information technology;
    h. management, maintenance and development of Faculty assets;
    i. implementation of academic norms, academic regulations and code of ethicsacademic community members at the Faculty;
    j. implementation and fulfillment of quality standards at the Faculty;
    k. implementation of evaluation and control of the implementation of internal quality standards at the Faculty;
    l. implementation of implementation quality standard policiestridharma of higher education in the Faculty;
    m. implementation of cooperation, relations with alumni and the community at the Faculty level; And
    n. preparation of the Faculty's annual report.

b. Deputy Dean

The Deputy Dean as intended in Article 52 paragraph (2) consists of: Deputy Dean for Academic Affairs and Deputy Dean for Student and Alumni Affairs; and Deputy Dean for General Affairs and Finance.

1) The Deputy Dean for Academic Affairs and the Deputy Dean for Student and Alumni Affairs as referred to in Article 17 paragraph (2) letter a have the task of assisting the Dean in leading the implementation of learning, research and service to the community, student affairs and alumni of the Faculty. In carrying out the duties as intended in paragraph (1) Deputy Dean I carries out the functions:
   a. implementation of coordination of learning, research and service activity programs for the community, students and alumni of the Faculty;
   b. carrying out program evaluations of learning, research and service activities for the community, students and alumni of the Faculty;
   c. monitoring learning, research and service activities for the community, student affairs and alumni of the Faculty;
   d. coordinating the implementation of internal quality standards at the Faculty;
   e. managing data on learning, research and service activities for the community, student affairs and alumni of the Faculty; And
   f. preparation of materials for preparing annual reports on the implementation of learning, research and service to the community, student affairs and alumni of the Faculty.
2) The Deputy Dean for General and Financial Affairs as referred to in Article 17 paragraph (2) letter b has the task of assisting the Dean in leading the implementation of activities in the fields of planning, finance, resources, general, cooperation, and communication and information technology of the Faculty. In carrying out the duties as intended in paragraph (1) Deputy Dean II carries out the functions:
   a. implementation of management of planning, finance, resources, general affairs, cooperation, and Faculty communication and information technology;
   b. implementation of coordination of Faculty planning, finance, resources, general, cooperation and communication and information technology programs;
   c. implementation and management of financial accountability;
   d. implementation and management of Faculty resource data;
   e. monitoring the implementation of management of planning, finance, resources, general affairs, cooperation, and Faculty communication and information technology;
   f. carrying out evaluations of the Faculty's planning, financial, resource, general, cooperation and communication and information technology programs; And
   g. preparation of materials for preparing annual reports in the fields of planning, finance, resources, general, cooperation, and Faculty communication and information

technology.

c. Faculty Senate

1) SAF as intended in Article 14 letter c has the task of providing consideration and supervision in the preparation, determination and implementation of academic policies in the Faculty.
2) In carrying out the duties as intended in paragraph (1), the SAF has the following functions:
    a. providing consideration in the preparation and determination of academic policies at the Faculty;
    b. providing consideration and input in preparing Faculty development plans;
    c. providing considerations and input in proposing promotions to the rank and position of Lecturers in the Faculty;
    d. supervision of the implementation of academic policies in the Faculty; And
    e. providing recommendations regarding the granting of awards and imposition of sanctions toFaculty academics.

d. Administration Section

1) Administration Section as intended in Article
2) 51 letter d is an administrative service unit which is under and responsible to the Dean.
3) The Administration Section is led by the Head.

The Administration Section as referred to in Article 56 has the task of carrying out academic and student services, planning, finance, personnel, administration, administration, housekeeping, management of state property, and reporting within the faculty. In carrying out the duties as intended in Article 57, the Administration Section carries out the functions:

1) Implementation of plans, programs and budgets;
2) Implementation of educational, research and community service services within the faculty;
3) Implementation of student and alumni services in the faculty environment;
4) Implementation of financial affairs within the faculty;
5) Implementation of management and personnel matters within the faculty;
6) Implementation of administrative affairs, housekeeping and management of state property within the faculty;
7) Implementation of faculty data and information management; And
8) Implementation of faculty evaluations and reporting.

Article 59 The Administration Section consists of:

a) Academic, Student Affairs and Alumni Subdivisions;

The Academic, Student Affairs and Alumni Subdivision as referred to in Article 59 letter

a has the task of providing educational, research and community service services as well as student and alumni services within the faculty.

b) Subdivision of General Affairs, Personnel and State Property;

The General, Personnel and State Property Subdivision as referred to in Article 59 letter b has the task of carrying out personnel affairs, management, administration, housekeeping and management of state property within the faculty.

c) Finance and Accounting Subdivision.

The Finance and Accounting Subdivision as referred to in Article 59 letter c has the task of carrying out planning, financial and reporting matters within the faculty.

e. Study program

1) The study program is a part of the faculty as mentioned in article 23, led by the study program coordinator. The Study Program Coordinator as referred to in Article 14 letter d is below and is responsible to the Dean

2) The Study Program Coordinator as referred to in paragraph (1) letter c has the following duties:

a. prepare plans and work programs for the Study Program;
b. coordinating, compiling and developing curriculum and learning tools according to the Study Program;
c. organize learning activities according to the Study Program;
d. coordinating the implementation of Lecturer duties according to the subject families according to the Study Program;
e. evaluate academic activities in the Study Program; And
f. implement the internal quality standards of the Study Program

f. Laboratory/Workshop/Studio

1) The laboratory/workshop/studio as intended in Article 24 has the task of supporting the implementation of education, research and community service within the Faculty.
2) In carrying out the tasks as intended in paragraph (1), the laboratory/workshop/studio carries out the following functions:
   a. preparation of laboratory/workshop/studio work plans and programs;
   b. facilitationimplementation of research, innovation and learning through laboratories/workshops/studios
   c. according to the field;
   d. implementation of human resource coordination in laboratories/workshops/studios

according to their fields;

e. implementing coordination and evaluating the implementation of human resource tasks
f. laboratory/workshop/studio according to the field;
g. use of laboratory/workshop/studio equipment and materials;
h. implementation of laboratory/workshop/studio activities and programs;
i. preparation and development of standard operational procedures for laboratories/workshops/studios;
j. implementation of laboratory/workshop/studio quality standards; And
k. maintenance of laboratory/workshop/studio facilities and infrastructure.

To provide an overview of the organizational structure of the Faculty of Economics and Business, Surabaya State University, it can be presented as in the following chart:

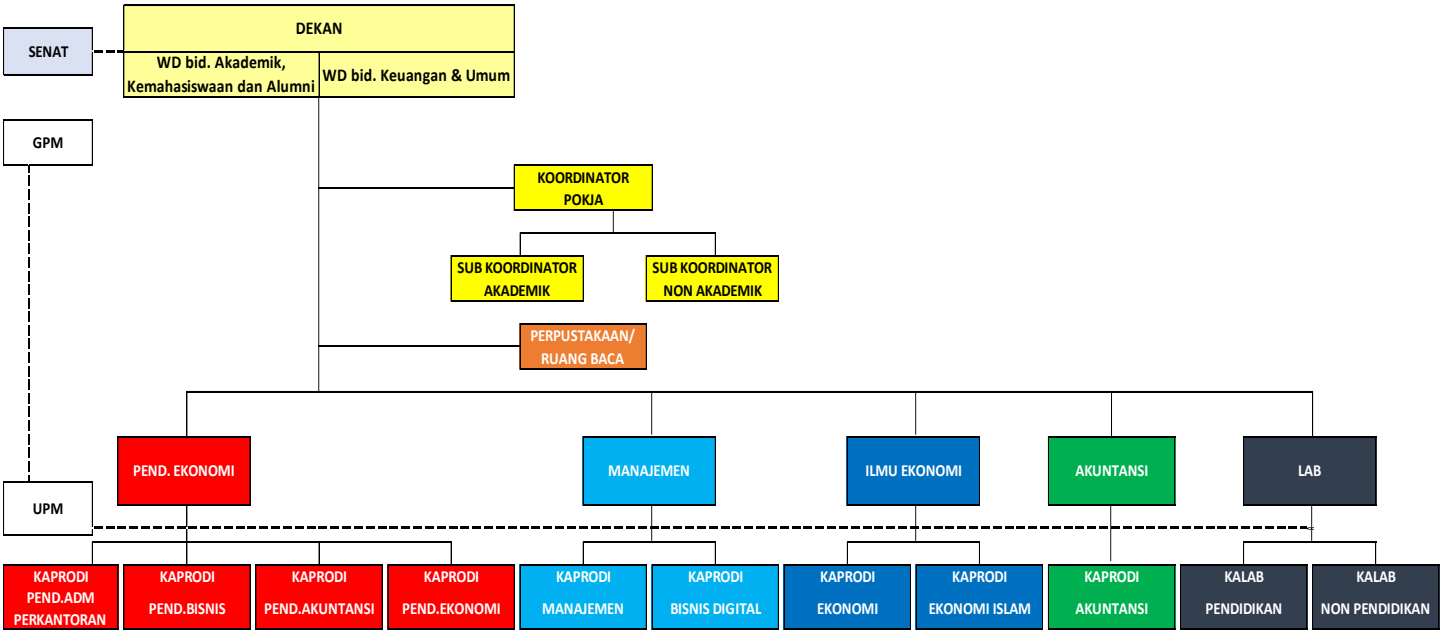


Figure 1.1 Organizational Structure of the Faculty of Economics and Business

D. Human Resources

In developing human resources, the entire academic community has the same opportunity without discrimination to pursue higher level education or to take short courses that refresh knowledge according to the subjects being taught. Likewise, in selecting outstanding lecturers, all lecturers also have the same opportunity to compete. Regarding the selection of structural leaders, lecturers also have the same opportunity to be selected, as long as they comply with the applicable rules or regulations. The selection process begins by announcing information to the lecturers about the end of the term of service for the old leaders and that new leaders will soon be selected for lecturers who meet the requirements.

In general, the condition of the resources of the Faculty of Economics and Business, Surabaya State University until the 2023/2024 academic year with the resources of the Faculty of Economics and Business, Unesa, is as follows:

Table 1.1 Number of Lecturers at the Faculty of Economics and Business in 2023/2024

No	Matter	Number of Permanent Lecturers Serving in Study Programs									Total in Faculty
		S1 Pend Economics	S1 Pend Accounting	S1 Pend Adper	S1 Pend Commerce Administration	S1 Where's the guy?	Bachelor of Digital Business	S1 Accountancy	S1 Islamic economics	S1 Economy	
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(11)	(12)	(13)
A	**Functional**										
1	Instructor	-	1	1	-	3	2	1	1	3	12
2	Expert Assistant	2	4	5	6	8	6	7	5	6	49
3	Lector	9	3	7	6	13	4	7	7	3	59
4	Associate Professor	1	3	0	1	2	-	2	3	1	13
5	Teacher Major/Professor	0	0	-	-	-	0	0	0	0	0
	TOTAL	**12**	**11**	**13**	**13**	**26**	**12**	**17**	**16**	**13**	**154**
B	**Education Highest:**										
1	S1	0	0	0	0	0	0	0	0	0	0
2	Masters/Profession/ Sp-1	13	10	12	10	19	8	15	6	7	100
3	S3/Sp-2	3	3	1	3	9	2	7	6	3	37
	TOTAL	**12**	**11**	**13**	**13**	**26**	**12**	**17**	**16**	**13**	**133**

Source: Faculty of Economics and Business documents

E.Main Problems Being Faced

The problems being faced by the Faculty of Economics and Business are divided based on 4 program targets and 14 performance indicators.

1. Quality of learning and student affairs at Unesa
   a) Number of entrepreneurial students
      - The entrepreneurship education ecosystem is still not optimal
      - Entrepreneurship support facilities are still not optimal
   b) Percentage of graduates certified in competency and profession
      - Some study programs still do not have a competency scheme
      - PPG management policies are under the authority of the Ministry of Education and Culture
   c) Percentage of study programs accredited as Superior
      - The process of making proposals for accreditation of study programs that have not been accredited as Superior
   d) Number of outstanding students

- The Faculty does not yet have a data bank for competitions held by external parties at both national and international levels

e) Percentage of graduates who immediately work

- Available job vacancies generally do not look at educational background but rather at the competencies and skills possessed by graduates
- Graduates' mastery of IT and foreign languages is still low

2. Relevance, quality and quantity of Unesa's human resources

a) Percentage of lecturers with doctoral qualifications

- The lack of providers of doctoral education scholarships
- There is no mentoring program for further doctoral study abroad for young lecturers

b) Percentage of lecturers who are certified educators

- The quota for lecturer certification is limited, while there are many lecturers who meet the requirements

c) Percentage of lecturers with the position of associate professor

- The number of kum has not been met according to the demands of the position of associate professor

d) Percentage of lecturers with professor positions

- The number of kum has not been met according to the demands of the position of professor
- Does not meet the special requirements for reputable international publications

3. Relevance and productivity of research and development

a) Number of international publications

- Lack of lecturer motivation in writing articles in accordance with reputable international publication standards.

b) Number of registered Intellectual Property

- IPR produced by the majority form Copyright has not resulted in patent rights.

c) Number of scientific work citations

- The minimal number of reputable international publications results in minimal citations in reputable journals

d) Number of Nationally Indexed Reputable Journals

In total, there are 12 journals in the Faculty of Economics and Business that have been accredited, and there are 2 new journals that are still waiting for the accreditation process.

CHAPTER II
PERFORMANCE PLANNING

A. The strategic plan

In preparing the Strategic Plan (Renstra) for the Faculty of Economics and Business, Unesa 2020-2024, it has been adjusted to the needs and development of the Faculty of Economics and Business for 2020-2024. This strategic plan contains components, basic principles and strategies for developing the Faculty of Economics and Business towards an institution that focuses on the Tri Dharma of higher education in order to increase student competitiveness and implement Good Faculty Governance in managing organizations and collaborative networks with stakeholders both at home and abroad. To achieve all of this, the following vision, mission, goals and objectives have been established:

1. Vision of the Unesa Faculty of Economics and Business

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

"To become 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, Unesa

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 Unesa Faculty of Economics and Business

In order to achieve the vision and mission as stated above, the vision and mission are formulated in a more focused and operational form. The objectives of the Faculty of Economics and Business, Surabaya State University for 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 of the Unesa Faculty of Economics and Business

To achieve the formulated goals, the development targets for the Faculty of Economics and Business at Unesa for the next five years are set as follows:

a. Achievement of bachelor's, master's, doctoral and professional education programs in the fields of economics, economics and business education.
b. Creation of a research culture 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 collaborative networks with stakeholders at home and abroad.
e. Increasing the competitiveness of graduates in the world of work.

5. Policy Direction and Strategy

The Faculty of Economics and Business has prepared an institutional development plan for a five year period and is realizing development programs by collaborating in both academic and non-academic fields.

B. Annual Performance Plan 2023

1. Summary of Organizational Strategic Plan

The Strategic Plan for the Faculty of Economics and Business 2020-2024 is a development guidance document with a duration of five years (2020-2024) in accordance with the term of office of the leadership of the Faculty of Economics and Business. The milestone of the 2020-2024 Strategic Plan is the achievement of the Faculty of Economics and Business having Entrepreneurial Leadership by 2024. The Faculty of Economics and Business strengthens lecturer performance, leadership performance, staff performance and student achievement in academic and non-academic fields to adapt to the demands of the industrial era 4.0. In 2023, the Faculty of Economics and Business will improve towards a campus that is nationally and internationally accredited. Meanwhile, in 2023 and 2024, the Faculty of Economics and Business has prepared itself to become an Entrepreneurial Leadership Faculty.

2. Performance Agreement

At the beginning of 2021, the leadership of the Faculty of Economics and Business entered into a performance agreement with the chancellor as a reference in implementing the work program and preparing the 2023 budget. The following is the performance agreement for the Faculty of Economics and Business which has been agreed upon by the faculty leadership together with the university leadership.

Table 2.1 Performance Agreement for the Faculty of Economics and Business 2023

No	Activity Targets	Activity Performance Indicators		Target
1.	Increasing the quality of higher education graduates	1.1.	Percentage of S1 and D4/D3/D2 graduates who succeeded in getting a job; continuing studies; or become self-employed	80%
		1.2.	Percentage of undergraduate and D4/D3/D2 students who spent at least 20 (twenty) credits outside campus; or achieved the lowest achievement at national level	40%
2.	Increasing the quality of higher education lecturers	2.1.	Percentage of lecturers who carry out tridharma activities on other campuses, in QS100 by field of science (QS100 by subject), work as practitioners in the industrial world, or develop students who have achieved the lowest achievements at national level in the last 5 (five) years	59%
		2.2.	Percentage of permanent lecturers with doctoral academic qualifications; have a competency/professional certificate recognized by industry and the world of work; or come from professional practitioners, the industrial world, or the world of work	70%
		2.3.	Number of research outputs and community service that have successfully received international recognition or been implemented by the community per number of lecturers	0.9
3.	Increasing the quality of curriculum and learning	3.1.	Percentage of undergraduate and D4/D3/D2 study programs that collaborate with partners	100%
		3.2.	Percentage of undergraduate and D4/D3/D2 courses that use case-solving learning methods (case method) or project-based group learning (team-based project) as part of the evaluation weight	51%
		3.3.	Percentage of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government	44.4%
4.	Improved governance of work units within the Directorate General of Higher Education	4.1.	Drafting of a Business Strategic Plan which refers to the Unesa Business Strategic Plan 2020-2024	3
		4.2.	Establishment of Standard Operating Procedures (SOP) to support business processes	35
		4.3.	Work Unit Budget Absorption Percentage	95%
		4.4.	Percentage of Work Unit Output Achievement	100%

No	Activity Targets	Activity Performance Indicators		Target
		4.5.	Percentage of Work Unit Fund Withdrawal Plan (RPD) Consistency	95%
		4.6.	Budget Absorption Efficiency and Work Unit Output Achievement	5%

Source: Faculty of Economics and Business documents

The performance targets and budget required to realize the appropriate work program based on program targets and performance indicators are in the attachment.

CHAPTER III
PERFORMANCE ACCOUNTABILITY

A. Analysis of Performance Achievements

1. Main Faculty Performance Achievements

In order to find out how effective the previously targeted performance is, it is necessary to analyze performance achievements, especially for several targets that cannot be realized 100%. For this reason, several analyzes will be presented regarding target achievements that have not met expectations or exceeded targets, as follows:

Table 3.1 Performance Achievements of the Faculty of Economics and Business

No	Activity Targets	Activity Performance Indicators		Target	Achievements
1.	Increasing the quality of higher education graduates	1.1.	Percentage of S1 and D4/D3/D2 graduates who succeeded in getting a job; continuing studies; or become self-employed	80%	79.8%
		1.2.	Percentage of undergraduate and D4/D3/D2 students who spent at least 20 (twenty) credits outside campus; or achieved the lowest achievement at national level	40%	52%

No	Activity Targets	Activity Performance Indicators		Target	Achievements
2.	Increasing the quality of higher education lecturers	2.1.	Percentage of lecturers who carry out tridharma activities on other campuses, in QS100 by field of science (QS100 by subject), work as practitioners in the industrial world, or develop students who have achieved the lowest achievements at national level in the last 5 (five) years	59%	82.4%
		2.2.	Percentage of permanent lecturers with doctoral academic qualifications; have a competency/professional certificate recognized by industry and the world of work; or come from professional practitioners, the industrial world, or the world of work	70%	125.7.8%
		2.3.	Number of research outputs and community service that have successfully received international recognition or been implemented by the community per number of lecturers	0.9	9.3

No	Activity Targets	Activity Performance Indicators		Target	Achievements
3.	Increasing the quality of curriculum and learning	3.1.	Percentage of undergraduate and D4/D3/D2 study programs that collaborate with partners	100%	100%
		3.2.	Percentage of undergraduate and D4/D3/D2 courses that use case-solving learning methods (case method) or project-based group learning (team-based project) as part of the evaluation weight	51%	76.2%
		3.3.	Percentage of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government	44.4%	44.4%
4.	Improved governance of work units within the Directorate General of Higher Education	4.1.	Drafting of a Business Strategic Plan which refers to the Unesa Business Strategic Plan 2020-2024	3	3
		4.2.	Establishment of Standard Operating Procedures (SOP) to support business processes	35	35

		4.3.	Work Unit Budget Absorption Percentage	95%	99.6%
		4.4.	Percentage of Work Unit Output Achievement	100%	100%
		4.5.	Percentage of Work Unit Fund Withdrawal Plan (RPD) Consistency	95%	99.6%
		4.6.	Budget Absorption Efficiency and Work Unit Output Achievement	5%	0.4%

Source: Faculty of Economics and Business documents

To provide an illustration that the achievement of performance targets is in accordance with the work program that has been formulated, it can be described as follows:

1. Percentage of S1 and D4/D3/D2 graduates who succeeded in getting a job; continuing studies; or become self-employed.

   A total of 414 students succeeded in getting jobs; continuing studies; or become self-employed
2. Percentage of undergraduate and D4/D3/D2 students who spent at least 20 (twenty) credits outside campus; or achieved the lowest achievement at national level.

   A total of 2121 students who have KKN/PLP/PKL/Internship programs are in accordance with the study program curriculum (the number of FEB students is around 4087 students)
3. Percentage of lecturers who carry out Tri Dharma activities on other campuses, in QS100 based on field of science (QS100 by subject), work as practitioners in the industrial world, or develop students who have achieved the lowest achievements at national level in the last 5 (five) years.

   A total of 112 FEB lecturers carry out tridharma activities on other campuses, as practitioners at DU/DI, or coaching students.
4. Percentage of permanent lecturers with doctoral academic qualifications; have a competency/professional certificate recognized by industry and the world of work; or come

from professional practitioners, the industrial world, or the world of work.

A total of 171 FEB lecturers have fulfilled doctoral academic qualifications; have a competency/professional certificate recognized by industry and the world of work; or come from professional practitioners, the industrial world, or the world of work.

5. The number of research and community service outputs that have successfully received international recognition or been implemented by the community per number of lecturers is 9.3 (1422 outputs). A total of 1421 have not been achieved because not all outputs have been implemented by the community
6. Percentage of undergraduate and D4/D3/D2 study programs that collaborate with partners.

   A total of 9 study programs at FEB have collaborated with partners.
7. Percentage of undergraduate and D4/D3/D2 courses that use the case method or team-based project learning method as part of the evaluation weight.

   As many as 76.2% of courses at FEB have used the case method or team-based project learning method as part of the evaluation weight.
8. Percentage of undergraduate and D4/D3/D2 study programs that have international accreditation or certificates recognized by the government.

   A total of 4 study programs at FEB have been accredited by AQAS. 4 additional study programs in 2024 will undergo international accreditation through AQUIN.

2. Performance Achievements (Additional) Study Program

1) Economic Education Undergraduate Study Program

- The Bachelor of Economics Education Study Program has implemented an independent learning curriculum using an OBE-based Semester Learning Plan (RPS).
- The number of students in international classes has always increased in the last 3 years. This has a positive impact on international class students, such as taking part in international student exchange, PLP and KKN programs. There were 10 UiTM Malaysia Student Exchange students, 1 Malaysian SIKL International PLP, and 1 Malaysian SIKL International KKN.
- During 2023, as many as 87% of Bachelor of Economics Education students have been accepted into the MBKM Student Exchange and KKN programs. The details are that 57 students took part in KKN, 10 Independent Student Exchange Students, and 10 students took part in Mandiri PMM from the State University of Malang (Inbound).
- In 2023, the Bachelor of Economics Education Study Program will receive 6 research studies with details of 2 professor research, 1 textbook research, 3 faculty policy

research. The output is 10 Scopus articles, 2 Copernicus articles, and 3 Sinta articles 4.

- The study program also received 5 PKM numbers with 4 faculty policy schemes, and 1 Competitive Grant PKM scheme.

2) Accounting Education Undergraduate Study Program

- Research carried out by lecturers in the Bachelor of Accounting Education study program during 2023 is as follows: a. 1 research with DRTPM funding b. 3 research with Unesa PNBP funds c. 1 International collaborative research
- Community Service (PKM) that has been carried out by lecturers in the Bachelor of Accounting Education study program during 2023 is as follows: a. 3 PKM titles funded by FEB Unesa policy b. 1 PKM title funded by Unesa's PNBP
- The number of IPRs owned by lecturers in the Bachelor of Accounting Education study program is 34 IPRs. The IPR links obtained during 2023.
- The academic achievements obtained by students were 6 academic achievements and 5 non-academic achievements

3) Office Administration Education Undergraduate Study Program

- In 2023, the Office Administration Education Undergraduate Study Program has implemented an independent learning curriculum using an OBE-based Semester Learning Plan (RPS) and during 2023 using a case method or team-based group learning method as part of evaluation weight.
- In 2023, data from MBKM students carrying out 20 credits of off-campus activities includes 22 students taking part in campus teaching programs, 6 students being accepted into the MSIB program, and 3 students taking part in KKN conversion activities.
- The Office Administration Education Study Program contributes to developing knowledge, discovering new innovations, and increasing understanding in various scientific disciplines.
- In the 2023 academic year, the Office Administration Education Study Program, FEB UNESA, will have overseas collaborative research with Prof. Munehiko Asamizu, BA., MA., Ph.D. from Yamaguchi University research title: Technology Adaptation and Usability of Mobile Travel Applications: Empirical Study of Indonesian and Japanese Students.

- Lecturers in the Office Administration Education Study Program in 2023 will collaborate with several lecturers from other study programs to carry out research as members of Competitive Research (LPPM). In this activity there are two titles collaborated by the PAP study program and partners.
- The Office Administration Education Study Program in 2023 will produce a total of 49 (forty nine) New Innovation Creations recognized in the form ofIntellectual Property Rights Certificate (IPR).
- Recapitulation Results of Published Research (Journals) for Students and Lecturers in 2023 Office Administration Education Study Program totaling 26 publications
- In 2023, PKM activities for the Office Administration Education Study Program will collaborate with Sidoarjo district with the theme Literacy and Public Speaking Training. Apart from that, there is also an international collaborative PKM for Office Administration Education Study Program lecturers as members collaborating with FIP Unesa and the Kuala Lumpur Indonesian School and one Competitive PKM (LPPM). Below is presented the PKM recapitulation data.
- The Office Administration Education Undergraduate Study Program begins with data updates from April 17 2023 to December 18 2023. There are 102 Collaboration documents, consisting of IA and MOA. As much as 99% of collaboration is with domestic agencies, 1% with overseas (Malaysia).
- The Office Administration Education Undergraduate Study Program has achieved 4 student academic achievements

4) Business Education Study Program

- 100% of the Business Education Study Program alumni in 2023 have found work, continued their studies or become entrepreneurs.
- A total of 66 Business Education students have programmed MBKM, PLP. MSIB, KKN, and campus teaching.
- There are 3 study program lecturers who carry out tridharma activities on other campuses and develop students.
- A total of 2 study program lecturers have fulfilled doctoral academic qualifications; have a competency/professional certificate recognized by industry and the world of work; or come from professional practitioners, the industrial world, or the world of work.
- A total of 6 research outputs and PKM from faculty funds and DRPTM

- A total of 56 forms of business education study program collaboration have implemented collaboration with domestic and foreign partners.

5) Bachelor of Management Study Program

- The Bachelor of Management Study Program has conducted an international seminar entitled IMMERSIVE which includes researchers from Singapore and Russia and practitioners from Petronas with funds of IDR 40 million
- Achievements of students who take part in outbound study activities at UTHM which are included in the student exchange program with funds of IDR 20 million
- Equip students with competency certification. In 2023, there will be 123 students certified nationally and internationally with details: 4 students certified internationally in Microsoft Office, and 119 students certified in the BNSP Digital Marketing and Staff Management scheme with funds of IDR 59,700,000
- International PKM activities are also carried out with partners from Sebatik Islands MSMEs in collaboration with Universiti Malaysia Sabah with the theme "*Digital Marketing for Sebaik Island Business Entrepreneurs*"held on June 1 2023, and international PKM with Budes Purwokerto together with USIM Malaysia with Tema"Improving the Services Marketing Capability in Rural Tourism Hospitality"on October 24, 2023.
- KWU or Youth Entrepreneur Festival 2023 celebration to prepare graduates based on entrepreneurial leadership with funds of IDR 23 million
- In 2023, PKM activities for the Undergraduate Management Study Program will collaborate with BumDes in Bojonegoro Regency with the themes (1) Halal Certification Assistance, (2) BUMDES Financial Training, (3) BUMDES Business Management Assistance, (4) Digital Marketing at BUMDES. Below is presented the PKM recapitulation data.
- International PKM activities are also carried out with partners from Sebatik Islands MSMEs in collaboration with Universiti Malaysia Sabah with the theme "*Digital Marketing for Sebaik Island Business Entrepreneurs*"held on June 1 2023, and international PKM with Budes Purwokerto together with USIM Malaysia with Tema"Improving the Services Marketing Capability in Rural Tourism Hospitality"
- Lecturer Competency Certification through Microsoft Office Specialist and LSP Competency Certification
- Lecturer publications are carried out in International Journals, National Journals,

International Proceedings, and Publications in the form of Textbooks. The number of textbooks produced during 2023 is 7 titles presented in the following link textbook datawith a budget of IDR 60 million. Besides that, the number of IPRs produced in 2023 will be as much as 20 IPR.

- The Bachelor of Management Study Program has achieved 19 academic achievements including 2 international level achievements, 16 national level achievements, and 1 local achievement. The students' non-academic achievements were 12, including 2 international achievements, 5 national achievements and 5 local achievements.
- In the field of research, Management Study Program Lecturers produced 15 research titles with details of 2 titles from DRTPM funds, 8 titles from university funds, 4 titles from faculty funds, 1 title from collaborative research. Total research funding for 2023 is IDR 619,000,000. Research outputs include publications in international journals indexed by Scopus and Copernicus, national articles indexed by Sinta, 6 textbooks, and outputs in the form of 20 IPRs. PKM sector, has carried out 6 PKM activities with a total fund of IDR 90,000,000

6) Bachelor of Accounting Study Program

- The Bachelor of Accounting study program underwent re-accreditation and obtained SUPERIOR accreditation from the Independent Accreditation Institute for Economics, Management and Accounting (LAMEMBA) which is valid until 2027.
- The undergraduate accounting curriculum has adopted competency standards for the formation of international level professional accountant qualifications set by IFAC, namely International Education Standards (IES).
- Carrying out internationalization activities that have been carried out is the implementation of a student exchange with UiTM Malaysia.
- The Bachelor of Accounting Study Program has evaluated and restructured the curriculum and courses that are relevant to the needs of the digital era which can be demonstrated in the courses offered such as Analysis of Information Systems Design and Database Management, auditing practice (ATLAS), taxation practice (e-SPT) , E-commerce whose RPS is relevant to the demands of the world of work.
- Updating the curriculum involves internal and external stakeholders through sanctioning and public testing.
- The MBKM program is implemented starting from Class of 2019 students in the formexchange of students and lecturers across LPTK,PKL programs, thematic KKN

programs,*Credit Transfer,*And*Joint Research*

- To support the academic atmosphere in the implementation of the learning process, the S1 Study Program Accounting carries outguest lectureby involving relevant practitioners and professional associationsas a resource person.
- The accounting study program has conducted a lot of research involving parties such as educational institutions and MSMEs. At the international level, collaborative research will be carried out with MARA Technology University (UiTM) Malaysia in 2021-2023.
- The undergraduate accounting study program conducted visiting lecturers which were held with partners, namely the University of South Australia and the University of Southampton, United Kingdom), the ATLAS Development Team, the Center for Financial Professional Development, Ministry of the Republic of Indonesia), PT. Ocean Professional Solutions,Tun Hussein Onn University Malaysiaa, Airlangga University
- In 2023, the activities of the PSAP (Center for Accounting and Tax Studies) for the Bachelor of Accounting study program are expected to provide income generating for the institution. The following is a recap of income from collaboration with IAPI through the CPA test amounting to 2,350,000
- Carrying out webinars and workshops both online and offline, totaling 5 activities
- The undergraduate accounting study program succeeded in obtaining 38 local, national and international achievements
- The Undergraduate Accounting Study Program also has the AKRUAL journal which has been published in 14 editions with each edition consisting of 2 (two) volumes which have been re-accredited to the journal and succeeded in getting the SINTA S2 ranking until 2026 from the Ministry of Education, Culture, Research and Technology.
- The AKUNESA Journal is published three times a year, namely in January, May and September. As of September 2023, the AKUNESA Journal has been published in 12 editions with each edition consisting of 3 (three) volumes. The AKUNESA journal has been accredited SINTA S4 by the Ministry of Research, Technology and Higher Education.
- The Undergraduate Accounting Study Program is holding an International Conference held for the first time in 2023 with the name IECBA (International

Economic Conference of Business and Accounting) with the theme "The Innovation and Transformation of Business in Economic Recovery Era to Achieving Sustainable Development Goals (SDG's).

7) Islamic Economics Undergraduate Study Program

- The Islamic economics study program has carried out curriculum design through Internationalization of the Curriculum (IoC) activities by bringing in academics from the University of Malaya and Ahlia University Bahrain in collaboration with APSEII.
- Implementing research on the Islamic economics study program in 2023, there will be 9 lecturer research titles consisting of 8 basic research titles and 1 applied research title sourced from the APBN and Non-APBN. Meanwhile, 9 student research titles were sourced from non-APBN funds in collaboration with domestic lecturers and lecturers from abroad
- The Islamic economics study program also carries out community service at home and abroad. In 2023 there will be 8 lecturer PKM titles consisting of 4 domestic collaboration PKM titles and 4 overseas collaboration titles. Meanwhile, student PKM only has 1 independent funding PKM title through student organization programs which are packaged in Learning Together with the Community (BBM) activities.
- There are 16 lecturers in the Islamic economics study program, consisting of 7 lecturers with doctoral degrees (44%), 3 lecturers currently pursuing doctoral studies, and 6 lecturers with master's degrees.
- Islamic economics study program lecturers based on academic positions, Economics Study Program lecturers consist of 3 Head Professor lecturers, 7 Associate Professors, 2 Expert Assistants, and 4 teaching staff.
- In 2023, all Islamic Economics Study Program lecturers will have completed recognized competency certification.
- In 2023, the Islamic Economics Study Program will collaborate with practitioners through the Teaching Practitioner, Service Practitioner and Teaching Commissioner programs. This program involves nine practitioners who are experts in several fields and are in accordance with the learning material in the Islamic economics study program
- In 2023, the Islamic Economics Study Program will collaborate with overseas partner university lecturers and overseas practitioners to carry out learning activities. Collaboration is carried out in the form of IoC, Visiting Lecturer and Guest Lecture

activities.

- In 2023, the Islamic Economics Study Program has established and carried out collaborative activities with 200 partners.
- The Islamic economics study program can be seen from the results of alumni performance based on the results of the 2023 tracer study. Preliminary results show that the target alumni population for the tracer study is 72, alumni completing the tracer study are 72 (100%), working (full time/part time) 49 (68.06%), Not yet possible to work 3 (4.17 %), Self-employed (< 6 months and salary > 1.2x UMP) 3 (4.17 %), continuing education (< 12 months after graduation) 3 (4.17 %), not working but looking for work 14 (19.44 %), Working (< 6 Months) 40 (55.56 %), Working (< 6 Months and Salary > 1.2x UMP) 38 (52.78 %), Number of University Gold Standards 44 (1.04 %), Number of Faculty Gold Standards 44 (8.48 %) and the number of Gold Standard Study Programs 44 (61.11 %).

8) Undergraduate Economics Study Program

- Some undergraduate Economics students also took part in a student exchange program to UTHM Malaysia in the International Economics course as many as 9 students from the class of 2022.
- Research funds provided by the Faculty of Economics and Business amount to 3 titles and are used to conduct collaborative research with UiTM MARA Malaysia. Apart from that, there is also research funded by LPPM Unesa, Unesa Assignments, and Research funded by the Regional Government. The total number of research titles for undergraduate economics study programs in 2023 is 7 titles.
- The Bachelor of Economics Study Program received PKM funding from the Faculty of Economics and Business for 2 titles with funding of fifteen million rupiah each. The implementation of PKM entitled "Development of Community Entrepreneurship Through Developing Digital Marketing Design" was carried out collaboratively with UiTM Mara Malaysia and 1 title was carried out independently.
- During the period 2023, the Bachelor of Economics Study Program has achieved 3 student academic achievements including the best F level graduate, winning a gold medal in the World Youth Invention and Innovation Award competition, winning 1st place in the national poster, 1st place in the national Digital Innovation Proposal Competition.
- During the period 2023, the Bachelor of Economics Study Program has achieved 9

non-academic student achievements at both national and international levels. The following is achievement data from undergraduate students in the Economics Study Program.

9) Digital Business Study Program

- The BISDIG Undergraduate Study Program has succeeded in providing the output of the IEEE SCOPUS international conference as one of the outcomes of its community service activities, with a paper entitled Variable on SME Fashion Industry with NFT Blockchain as the Design Protection and Counterfeiting Measurement using Narrative Analysis at ICodSA 2023 with funds worth IDR. 2 million Rupiah.
- Collaborative research with abroad has also been successfully carried out by the BISDIG Undergraduate Study Program with the output of the SCOPUS IEEE conference entitled Smart Economy Implementation in Supporting SMEs Growth: Case Study in Indonesia and Malaysia Smart Cities with Tun Husein Onn University, Johor, Malaysia with research funds worth IDR. 30 million Rupiah.
- The BISDIG Undergraduate Study Program has also carried out international level digital mobile business marketing services with the Indonesian Embassy in Singapore with funds worth IDR. 10 million Rupiah.
- The BISDIG Undergraduate Study Program has also carried out Lecturer Competency Certification through Microsoft Office Specialist and LSP Competency Certification for seven of its lecturers.
- BISDIG Study Program undergraduate students have succeeded in making various achievements. For academic achievements, there are 6 national achievements and 46 international achievements. for non-academic achievements there are 6 local level achievements, 1 national level achievement and 6 national level achievements with a total of 65 academic and non-academic achievements.
- The Guest Lecturer activity has been carried out with two people from national DUDI, and 1 more visiting lecturer from International
- In 2023, 4 Bachelor of Digital Business students successfully passed the Certified Independent Study and Internship (MSIB) program
- The number of collaborations for the Undergraduate Digital Business Study Program uploaded to SIMKERMA Unesa from 2021 is 101 collaborations consisting of 80 domestic collaborations and 21 overseas collaborations consisting of Memorandum of Understanding (MoU), Memorandum of Agreement (MoA) and Implementation

Agreement (IA).

- The BISDIG undergraduate study program does not yet have graduates so there is no alumni tracer data

B. Budget Realization

The budget for the Faculty of Economics and Business is prepared based on the 2022 performance contract. The preparation of the budget involves all faculty leaders and heads of departments/study programs. According to the performance measurement results of the Faculty of Economics and Business in general, it can be said that the performance target planned for 2023 can be achieved. This can be seen from the achievement of budget absorption performance which reached 99.6%. Even though it has not been fully achieved, and there is a refund ceiling of around Rp. 8,047,309,- but the performance achievements and budget achievements can be assumed that the performance accountability of the Unesa Faculty of Economics and Business in 2023 was successful. This performance report will describe the achievements of each main performance indicator and activity performance indicators that support the achievement of the KPI target. The following is the realization of the Faculty of Economics and Business budget for 2023.

CHAPTER IV
CLOSING

A. Conclusion

This is the discussion regarding the performance report of the Unesa Faculty of Economics and Business in accordance with the previously formulated objectives, namely to carry out an analysis of the achievement of the faculty's performance goals and objectives for 2023 and to identify problems and efforts to improve performance in the future. These two objectives have been carried out well and smoothly in order to support efforts to develop the Faculty of Economics and Business at Unesa in the long term and the Strategic Plan for the Faculty of Economics and Business for 2020-2024 which is the development plan for the Faculty of Economics and Business at Unesa in the medium term.

Programs, activities and budgets at the Faculty of Economics and Business can be carried out well all because of the cooperation and commitment of all parties in supporting programs, activities and budgets. Various strategic targets have been prepared to encourage program implementation to be more targeted, with the hope of providing the best possible service to stakeholders.

B. Steps to Improve Future Performance

There are continuous improvement efforts to improve performance in the future, it is necessary to take several steps that can be used to improve performance in the future, namely:

1. Develop performance plans and carry out periodic evaluations to minimize target non-achievement.
2. Carry out further study mapping for lecturers both domestically and abroad.
3. Accelerating the academic positions of lecturers, especially associate professors and professors, through reputable scientific article writing clinics and joint publications with foreign lecturers.
4. Develop a research roadmap and PKM as a reference for lecturers in conducting research and community service.
5. Improving the quality and quantity of research to produce outputs in the form of scientific publications of national and international reputation as well as

intellectual property.

6. Accelerate scientific periodicals so they are indexed globally.
7. Establishing collaboration with domestic and foreign universities to improve the quality of Tri Dharma.
8. Facilitate students to participate in competitions in academic fields, talents and interests both at home and abroad.
9. Increasing ease of access for the public to obtain information related to the Faculty of Economics and Business.

ATTACHMENT

Attachment link to Faculty Performance Report DocumentEconomics and Business in 2023: unesa.me/52cbiq