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WAYS TO MAKE HIGHER EDUCATION BETTER IN INDONESIA BY IMPROVING LECTURER PERFORMANCE

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Abstract

Indonesia has to make its higher education better so that graduates can help society and the economy. It looks at how well teachers accomplish their duties, which is an important aspect of the overall quality of education. This study conducted a qualitative literature evaluation on higher education in Indonesia. This highlights how crucial it is to give employees regular professional development, create a rigorous way to evaluate performance, improve infrastructure and resources, promote collaborations in the sector, and set up mentoring programs. The survey also illustrates how crucial it is to know how to use technology, teach online, work with people from other areas, and have clear career routes. To help teachers do a better job, it's crucial to encourage new approaches to teaching, set up systems for giving feedback that work, and make sure there is enough staff support. The study's conclusion is that efforts to enhance the performance of lecturers can improve higher education in Indonesia. If they wish to make Indonesian higher education more competitive and relevant to the global information economy, the people who make choices and operate schools need to know these results.

Keywords: lecturer performance, professional development, performance evaluation, research, infrastructure, collaboration with industry

Abstrak

Indonesia harus meningkatkan kualitas pendidikan tingginya agar lulusannya dapat membantu masyarakat dan perekonomian. Studi ini mengkaji seberapa baik dosen melaksanakan tugasnya, yang merupakan aspek penting dari kualitas pendidikan secara keseluruhan. Studi ini melakukan evaluasi literatur kualitatif tentang pendidikan tinggi di Indonesia. Hal ini menyoroti betapa pentingnya memberikan pengembangan profesional secara berkala kepada pegawai, menciptakan cara yang ketat untuk mengevaluasi kinerja, meningkatkan infrastruktur dan sumber daya, mendorong kolaborasi di sektor ini, dan menyusun program mentoring. Survei ini juga menggambarkan betapa pentingnya mengetahui cara menggunakan teknologi, mengajar daring, bekerja sama dengan orang-orang dari bidang lain, dan memiliki jalur karier yang jelas. Untuk membantu dosen berkinerja lebih baik, penting untuk mendorong pendekatan baru dalam mengajar, membangun sistem umpan balik yang efektif, dan memastikan tersedianya dukungan staf yang memadai. Kesimpulan studi ini adalah upaya peningkatan kinerja dosen dapat meningkatkan kualitas pendidikan tinggi di Indonesia. Jika mereka ingin menjadikan pendidikan tinggi Indonesia lebih kompetitif dan relevan dengan ekonomi informasi global, para pengambil keputusan dan pengelola perguruan tinggi perlu mengetahui hasil-hasil ini.

Kata kunci: kinerja dosen, pengembangan profesional, evaluasi kinerja, penelitian, infrastruktur, kolaborasi dengan industri

INTRODUCTION

The quality of colleges and universities affects a country's workforce and growth. Zamora et al. (2021) say that college graduates give firms the skills and traits they need to be successful all over the world. Indonesia's higher education system isn't working well, which is slowing down the country's growth. Hey, I just wanted to let you know that I have some ideas for us to try. Mahakala et al. (2022) say that Indonesian schools have poor structures, unjust results, teachers who don't know what they're doing, and pupils who don't follow the rules. These factors make it harder for Indonesians to get an education. It is crucial to study teacher quality since it influences how well students learn. It is very important to know what makes higher education worse and how to make it better. The project aimed to enhance the performance of Indonesian college educators. Some approaches to help teachers accomplish their best work are to look at their work, move them to a different place, make business partnerships, and initiate training programs.

The quality of a country's education has a big effect on its economy and workforce. You learn how to solve hard difficulties in your area when you graduate from a top institution. As a result, competition, productivity, and creativity around the world have all gone up. As Indonesia grows, it wants to improve its reputation around the world and its education system. Indonesian professors have an impact on how students act and study. Schools are where learning happens. This progress in science and technology is good for everyone. Teachers in Indonesia are in charge of how students learn and act. Colleges teach and help people grow. Everyone benefits from advances in science and technology. Lecturers enhance information comprehension and critical thinking by instructing and mentoring pupils. Everyone benefits from university research in science and technology. Teachers need the necessary tools and knowledge to do their jobs and help youngsters learn. The research conducted by Herawati et al. (2022).

A good higher education system that promotes research and creativity helps science and technology move forward. This helps a country compete on the world stage and attract investment from other countries. Graduates with advanced skills can improve the economy and people's lives. To be successful, universities need to hire teachers who are qualified and have worked in the field before. Some universities are having trouble since there aren't enough lecturers with PhDs. Research skills, money, language skills, and career advancement can all affect how well a lecturer does their job. International journals and study papers that are indexed by Scopus are what you need. In college, people learn how to think deeply about things, fix issues, and generate fresh concepts. In a job market that is always changing, people need to be tough and adaptable. People who do well in business school learn these skills, which help them lead their companies and come up with new ideas. Some people say that schools and colleges don't get their students ready to work abroad. This issue makes it clear that we need to change higher education so that graduates have the skills and knowledge that employers want. People from all around the world work and study together at universities, and they share their ideals. To get ready for jobs that are varied and spread out around the world, students learn how to see things from different points of view. International schools can teach, hire, and send kids to American schools. Getting the best

teachers from around the world can make Indonesian universities better through internationalization. The quality of the teachers' work affects how well the students do in school. The work program was made to meet the needs of students, teach them how to utilize technology, and give them regular feedback from people both inside and outside the university.

People who are good at something should study and do research locally instead of going to other countries. This will stop "brain drain." Indonesia can do well if it gives researchers and academics a good place to learn, good pay, and chances to move up in their careers. Soetoro seeks to use higher education to make the best workers possible (MAs nun et al., 2021). Soetoro told Indonesian universities to use the Quacquarelli Symonds and Times Higher Education rankings to meet international standards. Leaders in business and academics might be able to come up with specific programs to help people who are out of work address skill gaps. Education that is based on business leads to more jobs and more production. People who know a lot about business should develop a curriculum that teaches students the skills they need for jobs. Soetoro and Raheja (2023) say that better education makes Indonesia more competitive on the world stage. If Indonesia has good rules, schools, and roads, it can be strong all over the world. College teaches students critical skills like how to lead, collaborate with others, and talk to people. These talents are helpful for both work and life. These skills are more crucial than ever for leadership and making smarter judgments because people are working together more. The quality of a school depends on how well its instructors does their jobs. After graduation, people learn how to start their own businesses, which leads to new ideas and more businesses. By helping local businesses and encouraging others to create their own, universities can help a town grow. Research can be used by both university labs and corporations that help businesses move technologies. They can also help people in the area come up with new ideas. FDI needs personnel who are skilled and tools that are based on knowledge. The economy is stronger when people are entrepreneurial in areas like schooling, business, and new ideas. Put an end to the "brain drain." Smart people should be able to study and do research at home. Foreign direct investment needs people who are knowledgeable and tools that are based on that knowledge. In business, schooling, and new ideas, being an entrepreneur is good for the economy. MAs nun et al. (2021) say that Soetoro wants to get the most out of his college experience. Soetoro told Indonesian schools to use the Times Higher Education and Quacquarelli Symonds scores to make them more like schools around the world. People in charge of businesses and universities may have thoughts on how to fix the skills gap that causes people to lose their jobs. Businesses need colleges that can meet their needs. This helps create work and make things. Companies ought to instruct college graduates on their employment responsibilities. Soetoro and Raheja think that getting a college degree will help Indonesia prosper and compete with other countries. It could become a world power if Indonesia has good policies, schools, and roads.

Indonesia can compete with other countries and obtain better workers by making education better (Indravati & Kincora, 2021). People in a country need to be educated and trained in order to gain jobs, money from other countries, and economic progress. So, Indonesia needs to follow the same rules that schools do in other countries. Value-based education improves individuals and fosters societal diversity. To keep up with the times, modern schools teach in new and interesting methods. Anyone can get ahead and make a

nice living if they have a solid education. Everyone would have the resources and chances they need to achieve and make a positive difference in the country if they get rid of the hurdles to college entrance.

Schools and institutions that study and give advice on problems that people all around the world confront can help bring about long-term change in society. Planning well is what makes a school program work. Colleges can teach morality and social responsibility, which will make people more responsible and help the country and society. Education in Indonesia has changed. We put expanding college and education programs at the top of our list. The administration made sure that the program included local culture. The government has put a lot of money into education to improve the curriculum and the way it is taught (Hidayat et al., 2023). Curriculum is an important part of formal education and has an effect on all results.

Better teachers keep their pupils interested and help them learn. When you have a terrific teacher, you remember more, are more interested, and want to learn more. The youngsters can study more and do better in school. Suparyanto et al. (2023) say that college classes must be checked and graded every day to work. Please tell us how we can make our programs better so that we can reach our learning goals. Schools need to be able to employ technology, come up with new ideas, and protect the ideas of their pupils (Rahmat, 2022). Teachers can assist kids actually think about problems and come up with ways to solve them. We need innovative techniques to help students think deeply about things so they can be ready for the real world. People in and out of the country spend more money when schools are better. This makes jobs and helps the country grow. Indonesia set up a number of educational projects to raise graduation standards and add more college teachers and classes so that students could do better. In 2022, Al. says that technology helps teach and learn better (Mudrika et al.).

So, they will be more inclined to stick with their fields. Students' new skills will help them get jobs. The goal of Indonesia's school changes is to make schools better, more useful, easier to get to, and better run. Jones et al. (2023) say that good teaching promotes respect, teamwork, and open communication. Students feel better about themselves when they are in a place like this.

Setting up educational development centres, rethinking Indonesia's academic identity, and combining institutional needs, planning, and change with employee professional development are all things that can be done to solve these issues. To improve the quality of education, we need strategic leaders right away. Professors must learn how to think critically and deal with fresh material that they might employ in their daily life. The learning objectives should also include a thorough examination of the fundamental aspects of existence (Puteri & Sugiono, 2022).

Give teachers fair and useful feedback to help kids accomplish better. This helps pupils figure out what they are good at and what they need to work on. Schools had to be more open to inventing and adopting new tools to get kids ready for the digital age. Students would want to learn if their teachers are passionate and always making classes better. Their ambition to study could have an effect on both their personal and professional lives. One way to do this is to encourage and reward professors, since they lose motivation when their

goals aren't met. This can be done by giving lecturers support and rewards, since they lose motivation when their goals aren't met.

Higher education institutions that have a good number of teachers for each student are more well-known, get more students, and may even make more money. Teachers and students may be able to use better tools and work in better areas. There are several elements that determine how well lecturers accomplish their work, such as their leadership style, the culture of the business, the facilities, their dedication, job happiness, competency, and health. Good teachers know how to assist their students in relating abstract ideas to things that happen in the real world. This helps pupils learn more about what they are studying. This way of teaching is very important for being ready for and getting a job.

Itha et al. (2023) argue that teachers and students should work together to help pupils learn how to be responsible and grow. To learn, you need to do two things: create goals and finish what you start. People from Alumina and Kincaide say that students and instructors need to work together for school to work. Groups, students, and recent college graduates all benefit from participation. People who do better in school are more valuable. By focusing on how well teachers do their jobs, colleges and universities may make learning more interesting, useful, and rewarding for students, faculty, and the community. Kids learn and feel better about themselves when they are in schools like these (Firdaus, 2020). The study looks at how effective teachers are and how well higher education works in Indonesia. The project's goal is to help Indonesian college professors become better teachers. Indonesian colleges and universities can make higher education better and teachers more effective by focusing on professional growth. This study looks at whether it's possible.

METHOD

This qualitative study analysed social events and individual experiences to generate comprehensive contextual insights. This method not only makes hard topics easier to understand, but it also encourages individuals to use their imaginations. The investigation was started by a thorough review of all the relevant scholarly material. the evaluation aids in comprehending teachers' behaviours and the progression of both minor and overarching concerns in higher education. After that, we picked the right articles and papers, looked over the educational theory data very carefully, and made sure it was correct. According to Radiant et al. (2024), the study method included reading a lot of different articles, focusing on problems, and writing down the main findings, frameworks, and tools from previous studies. Researchers in the field of teaching use this method.

RESULT AND DISCUSSION

Indonesian teachers need to keep learning new things all the time to do their jobs better.

Globalization makes progress in science and technology happen faster. Teachers need to constantly learning new things all the time to keep up. They need to learn how to use new tools and educate in new ways. Teachers can adapt to changes in their students' backgrounds and learning styles by taking part in professional development. These programs

help teachers discover new ways to teach, test, and get students involved in order to improve learning results. This strategy helps teachers get better at their jobs, in their personal lives, and in their teaching. In the digital age, when teachers need to know how to use technology and read and write, this is very important (Eriko et al., 2021).

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│     Higher      │   ┌───▶│  Need to keep learning new things all the  │
│   Education     │   │    │       time to do their jobs better.        │
│     Better      │   │    └──────────────────────────────────────────┘
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         ▲            ├───▶│  Good performance reviews recognize good   │
         │            │    │     work and suggest ways to make it better │
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         │            ├───▶│   A research-oriented culture encourages   │
         │            │    │  people to work together on research projects│
         │            │    │           and with businesses.             │
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│Improving Lecturer│  ├───▶│    Institutions have the infrastructure and│
│  Performance     │  │    │    resources to offer modern classrooms,   │
└─────────────────┘   │    │     technologies, and large libraries.     │
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                      │    │            the classroom better.           │
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                      ├───▶│    The initiative helps build a community  │
                      │    │     of scholars and share knowledge        │
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                      └───▶│ It includes advanced research methodologies,│
                           │  inventive ways to teach, and leadership    │
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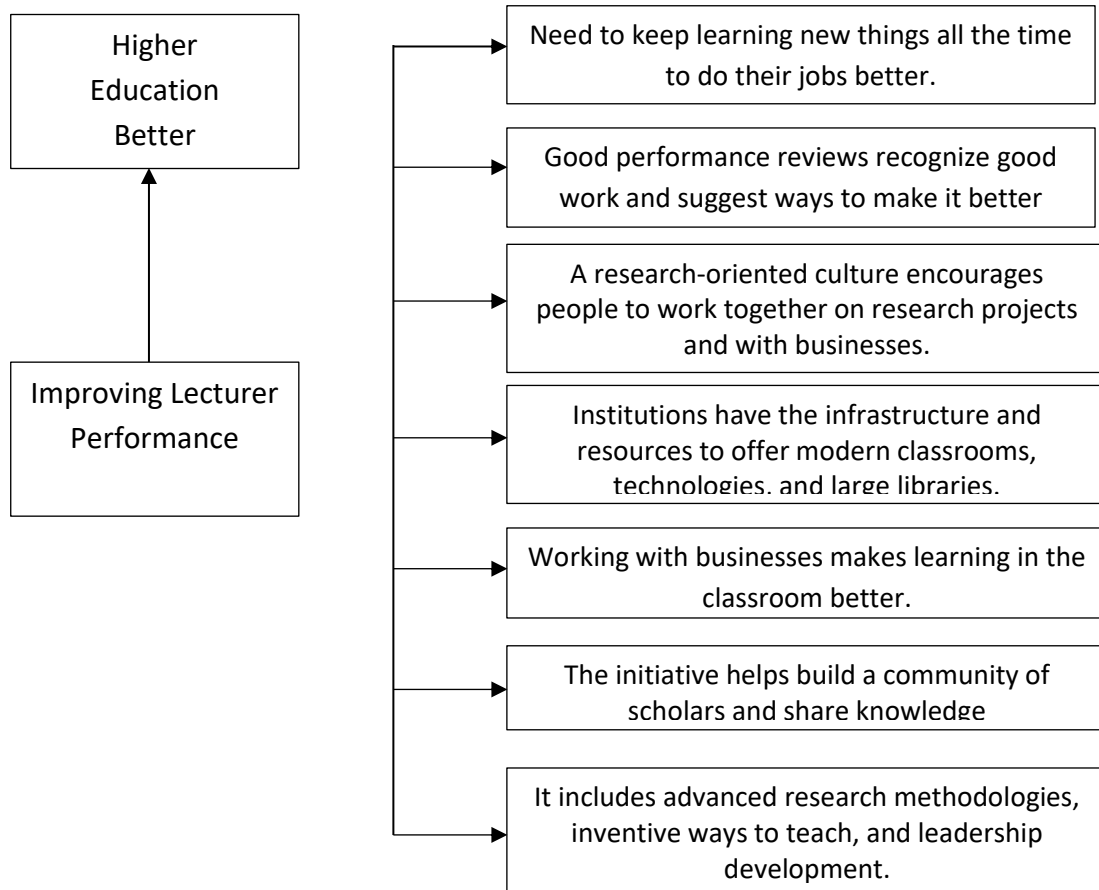
Figure 1: Higher Education Better in Indonesia by Improving Lecturer Performance
Source: Researcher's Analysis (2025)

The Indonesian government mandates that educators possess academic qualifications, competencies, and certification. To meet these goals and make higher education better, professional development programs are needed. Law No. 14/2005 on Teachers and Lecturers says that teachers and professors must learn about, apply, and become experts in innovative learning tools. The law also says that teachers must have the intellectual, personal, professional, and social skills that are important for their jobs. Indonesian instructors don't have many opportunities to improve their skills. Professional growth is very important for doing well in school. The Indonesian government has put a lot of money into programs to train and develop lecturers in order to enhance how they create, carry out, and grade higher education courses (Tushara et al. 2021).

Professors can improve their research methodologies, data analysis, and academic writing through professional development. With these improvements, they were able to do high-quality research and publish in the best academic journals. Indonesian colleges will be able to progress forward if the quality of research and publishing improves. A lot of schools have teachers who run them. Professional development helps managers talk to

each other, make decisions, and operate together. Skills make universities more productive. Professional development encompasses training, workshops, conferences, seminars, certification programs, research and publication, partnerships between industry and institutions, and the enhancement of professional competence. The government helps universities set up ways to train people. These programs try to improve education in Indonesia by giving more weight to learning that is based on developers and finding.

Good performance reviews recognize good work and suggest ways to make it better.

Indian schools and universities need a good way to test their students. This plan gives teachers credit and helps them. Evaluation tools can find teachers who need more help with planning lessons, using technology in the classroom, or teaching. People who know teachers well and watch them work can help them figure out what they do well and what they could do better. The method also checks how effective lecturers are at research by looking at the number of scientific papers they have written, the number of conferences they attend, and the number of research awards they have won. This lets you find teachers who need study guides or help from other teachers. Universities should keep an eye on their classes if they want to stay competitive.

People who teach might need to keep learning (Yuliani, 2020). A well-planned evaluation of performance can reveal how well the curriculum keeps up with global and business trends. The Lecturer Certification Program and the Lecturer Performance Allowance Program were created in Indonesia to help teachers improve. We look at community training, consultation, and program building. This method respects teachers who care about their students. Student teaching evaluations and peer reviews can be part of human resource strategies to get strong performance assessments (Lohman, 2021). When you compare student assessments to HR practices, you might have a better idea of how well a professor is doing.

Teachers might adjust how they conduct things to make examinations better. The teachers need to set performance targets for each group of kids. Universities and colleges should honestly evaluate teachers using tools that are fair and clear. They told the lecturers to get better. (Martini et al. 2021). The assessment method can be used to recognize great teachers, research successes, and career growth. Recognition motivates teachers to do better. It is hard to put into place school performance review. Subjectivity and bias in these judgments are significant issues (Kotsiopoulos, 2020).

This grading system finds and trains leaders and expert teachers. So, the system can assist teachers grow in their careers as administrators, researchers, and teachers. Lee et al. (2023) say that all teachers will benefit from assessment that is clear, open, accountable, contextual, recognized, consistent, adaptable, agency-driven, and representative. Unstandardized field evaluation procedures may yield inconsistencies. When it is tougher to measure performance objectively, teachers may lose grants and publications. Schools can improve their reputation and attract great personnel and students by recognizing great lecturers. A well-organized performance appraisal system helps bring in, keep, and improve learning environments by promoting lecturers (Haughney et al., 2020).

For evaluations to be useful, teachers need to regularly watch their students in class, which is easier when everyone can see what's going on. Evaluation criteria must be clear,

quantitative, and pertinent to the lecturer. These standards must be used to make sure that evaluations are fair and objective. The evaluation process should be open so that teachers may grasp the standards, show how well they did, and talk about the findings. Feedback should be useful and help people do better. Feedback that is specific, timely, and based on evidence is needed. Feedback helps teachers figure out what they're good at and what they need to work on. Colleges and universities should properly, openly, and objectively judge their teachers. Professors were urged to enhance their pedagogical practices and foster ongoing progress (Haughney et al. 2020).

For lecturers to be involved at every stage, the assessment must be clear and fair. Professors should speak up and bring up problems. Schools and test takers can talk to each other and show respect for each other if everyone works together and helps each other. It's better to teach when you give kids rewards and incentives for doing well in school. Teacher evaluations should tell them what they need to do to get better. Higher education needs to grow and train more people. These programs teach professors new things. Feedback from students should be gathered throughout learning activities instead of at the end of a semester or class. This gives both students and teachers new information and the chance to make changes. Many teachers find it hard to deal with the needs evaluations, policies, goals, objectives, resources, infrastructure, work procedures, timetables, implementation processes, goods, outputs, and consequences of character education reforms.

A research-oriented culture encourages people to work together on research projects and with businesses.

Indonesia needs a culture that values study in order to get business and academia to work together. Universities should give money, space, and other resources to help with study. Teacher and student study needs to be done together so that everyone can share their thoughts and knowledge. Lecturers ought to engage students in Tri dharma, encompassing teaching, research, and service. Lecturers should be motivated to engage in innovative research that benefits society and industry. So, there has to be more scientific studies published in reputable publications. It is recommended to go to scientific conferences and seminars. Government engagement is essential to regulate societal development, since character education is vital for ethical conduct (Suparyanto et al., 2023). Indonesia aspires to make education more economically sustainable by changing how professors are trained and using 21st-century learning structures (Romana et al., 2022).

Teachers and students need to work together to communicate what they know. Teachers should get their students involved in Tri dharma, which includes research, teaching, and community service. Professors and students who do research deserve to be rewarded. The community and other relevant sectors should be told about the research results. When people from different fields work together, they can create new jobs and tools. Strong partnerships between businesses show what research is needed and what chances there are for working together. Joint research programs in business are very important. Also, professors and students should be encouraged to do practical research that is useful to the industry. The ministry says that the government is very important for research, technology, and higher education. We need to support industrial research. It's quite important to have a curriculum that satisfies the needs of businesses. Professors and students should also take

part in internships in the industry. Such active participation gives students knowledge and hands-on experience that is relevant to their field.

It is important to move technology from research to business. Also, businesses should help people use new technologies. We need to support tech-based startups. Innovation makes businesses and countries more competitive. Education needs to fulfil the needs of society and business. There has to be more work on research and scientific writing. It's really vital to help graduates do well in their jobs. Teachers today want their pupils to study in ways that work best for them, think critically, and solve issues. Innovation in industry and improvements in technology fuel economic growth. They also create new jobs that make the national sector more competitive and promote success at home and abroad. In this time of rapid technological change, universities need to make the educational system better and give students chances to keep learning so they can improve their communication, economics, law, informatics, entrepreneurship, professional science literacy, systemic, interdisciplinary, innovative, and strategic thinking skills. Research must fulfil societal requirements. Transferring technology is also very important for welfare. We should support new ideas that are good for society. A higher education system that is open to research can help the country grow, make businesses more competitive, and enhance people's lives. (Brynden, 2021).

Institutions have the infrastructure and resources to offer modern classrooms, technologies, and large libraries.

It depends on how much money and equipment Indonesian universities have how they get new books, computers, and huge libraries. In schools, we need smart boards, projectors, and other cutting-edge audio and video equipment. In class, there should be time for talks, simulations, and presentations. For tests and study, you need up-to-date lab equipment. Campuses need fast internet for online tools and learning how to use technology. People from different fields can do study and practicum together more easily now that the lab has new tools. People can be more creative in art and design rooms that have tools for making audio and video. Kids and teachers can find books, journals, and online sources more easily in a library that is well-run. The places where you read and learn should be useful and comfortable. To use digital tools and take online classes, you need Wi-Fi that you can rely on. It takes a lot of energy to learn online. To make room for new ways of teaching and learning, we need more buildings and tools. Better facilities are needed at Indonesian colleges to help students do well and grow up to be leaders and innovators.

Learning Management Systems handle the course materials, homework, tests, and how teachers and pupils talk to each other. The LMS should work well with learning apps and digital tools. For teaching and studying, you need computers, laptops, and mobile phones. For some classes, you need to use an app. Students and teachers need fast Internet to access online tools, work together, and learn virtually. A lot of schools in Indonesia are having trouble because their computers and Internet services aren't very good. They need better digital infrastructure because of this (Sathorn et al., 2021).

With virtual and augmented reality, you can learn in a way that is both very real and very engaging. For teaching, experiments, and simulations, VR and AR need to get better. With VR and AR, kids can stay in school, make friends, and learn new things. There are

several ways to fix problems with online learning, such as slow Internet connections and not knowing how to use e-learning platforms (Le, 2022). The library offers both print and digital books, as well as academic journals. You can find scholarly databases and other digital resources. Workshops and training sessions teach students and teachers how to use library resources in the best way. There are both paper and digital books and articles in the library from a lot of different subjects. There are scholarly databases and other online tools. Students and staff get training and workshops on how to use library resources effectively. (Galinski et al., 2023).

The reading room was made for comfortable self-study. The discussion room featured everything you needed for a group meeting. You can get digital items from online libraries anywhere. Both students and teachers use internet reference materials. The library helps with studying and research. IT experts are in charge of the technology at the institution. Teachers and students need training in how to use educational technology. Technical problems can be fixed by support. Professional librarians assist students and teachers find and use library resources. They also teach students how to find and judge information by teaching them how to be information literate. Resource-based learning brings together library, science centre, and other educational resources to make a complete place to learn and get information (Kono nets et al., 2020).

Infrastructure needs enough money to be built and kept up. We need to put educational technology and library development at the top of our list. To assist students' study in a way that lasts and changes over time, modern academic libraries need to make things easier and adapt to changes in teaching and technology. This will help students do their best work and get ready for jobs after graduation. Management of resources and infrastructure needs to be open and accountable. Do regular checks on your resources to get the most out of them. Help your college kids study better and be stronger in these ways. (Alcober 2022).

Working with businesses makes learning in the classroom better.

Higher education in Indonesia needs to work with businesses to make what students learn more useful and important. With help from people who work in the field, schools can teach students about new technologies and trends. for the office. Students are ready for the real world when they learn both academic and practical skills. The program helps students learn more about the field and different career paths. It also improves the usefulness of study and makes more money through group projects. Romana et al. (2022) say that schools need money and space to use technology. The economy can grow and more research can be done by coming up with new ways to do academic study and work with businesses.

To use technology in the classroom, you need money and space. The work economy needs graduates with skills. It is important for R&D teams to work together to solve difficulties in the industry. Courses should teach skills that are useful in the real world. Students gain useful experience by doing jobs and internships. Attending conferences helps them learn from industry professionals and stay up to date on the newest news. They may use what they learn in the classroom in real-life situations because of these experiences. They learn even more by going to companies and using industry practices. Students can use what they've learned in school while also learning how to be professionals by working in jobs and internships. These chances also assist students make connections that could help them get

jobs in the future. It's crucial to work together on research that helps solve industry problems and come up with new ideas. With the right tools and information, you can make technology and find solutions.

R&D-funded innovation helps the economy thrive and makes businesses more competitive (Tanaka & Lopez, 2023). Help with student industry projects. Student projects must deal with problems in the industry. Check to see how well pupils can do things. It is important to teach industry knowledge in a way that makes sense. Advocates for practical education (Guzman, 2020). Classes should teach skills that are useful in the field. Working with businesses makes education better. Collaboration between industry and education must be advantageous (Mustafa et al. 2022). Make advisory panels that include people from academia, research, and business. There needs to be better communication between schools and businesses (Mustafa et al., 2022). Universities raise the bar for businesses. Partnerships are important for commercial and economic progress in the 21st century and benefit everyone. Train students and people who work in the sector together. We should work together on research, consulting, staff exchanges, student internships, placements, and evaluations of academic performance.

Work with industry partners on a regular basis. Set up clear ways for people to talk to one other and get involved. Keep an eye on alliances in the sector and change your strategy if needed. There should be communication between business and academic cultures. These strategies can help colleges get businesses to work together more, improve the quality and relevance of education, and get students ready for jobs. Use both theory and practice when programming.

The initiative helps build a community of scholars and share knowledge.

Indonesia requires a good mentoring program to share information and build academic networks. Professors who are older than younger ones must be good teachers. Junior lecturers require help with research, teaching, and community involvement. The goal of this program was to speed up the growth of human resources in higher education. So, it's crucial to make the academic world a place where people work together and help each other. Faculty members need to make strong professional connections with each other. It is crucial to get these people to share their thoughts and experiences with one other. Mentoring in higher education should promote continuous learning and career advancement.

Mentoring junior faculty should be a way for professionals to grow. These programs help people deal with their emotions, fit in with the culture of the school, and make connections. Junior professors need mentors to help them get through life as a professor. The school has to set up an organized way for senior and younger professors to work together so that they may give each other personalized help and advice. There were meetings to talk about problems, share stories, and give comments. Mentors help with research, applying for grants, and publication. Indonesia needs a big mentoring program to share information and build academic networks. Professors that are senior to junior must teach well. Junior lecturers require assistance in teaching, research, and community engagement. We wanted the workforce in higher education to grow quicker. It's very important to have academic cultures that are collaborative and helpful. Professors need to have excellent professional networks. It's vital to talk about your thoughts and experiences. Mentoring in higher

education should help people learn new things and move up in their careers. It ought to assist junior academics in their professional development. These programs help people with their emotions, get used to the culture of their school, and make connections with other people. Junior professors need mentors in school. Professors of all ages need to work together to give students the help and instruction they need. People get together to talk about problems, exchange their experiences, and give criticism. Mentors help with research, writing grant applications, and getting work published.

It includes advanced research methodologies, inventive ways to teach, and leadership development.

There are workshops. It includes creative teaching, sophisticated research, and developing leadership skills. Workshops cover how to get money for research, how to write scientific articles, and how to build a curriculum. Building a vibrant academic community is important to the institution. These programs helped students do better in school. To create trust, rapport, and shared aims and expectations, mentors and mentees need to talk to each other in the right way (Hund et al. 2018). To keep track of accomplishments, deal with problems, and offer aid, it's important to have regular formal and informal meetings. Seminars talk about research and higher education. Mentoring should encourage lifelong learning and progress in higher education. Such programs are important for success in higher education (Collier 2017). There are many ways to work together through research, community service, and national and international conferences and seminars.

People might share materials, talk about their ideas, and ask for help online. Looking for older teachers who have helped younger teachers. A candidate should have experience in teaching, research, and community service. You need to be able to lead, talk to people, and get along with others. Mentors need to change how people learn in the classroom and in real life. (Chope Rena et al., 2023). People who want to work here need to be strong at mentoring and talking to people. Junior faculty members need to get training. Lecturers need to be informed, focused on their own professional growth, and critical. Their schools have to be friendly. The success of the mentorship program was checked on a regular basis. Feedback from both senior and junior instructors was very important for the program to grow. Program assessments will show how well teachers are doing and how well their students are doing in school. This information will help program decisions by looking at things like publications, research funding, and how well students learn.

Mentoring programs give junior teachers useful feedback on how they are doing. It's also important to see how well the software is working. At faculty meetings, senior lecturers who mentor should be recognized, given awards, or otherwise honoured. To support mentorship programs, you need enough money. This might be money, room for programs, and time. Mentoring helps teachers do their jobs better (Okumu et al. 2021). Junior professors benefit from well-structured mentoring programs. The mentoring program helped junior professors get these results: Share best practices and insights from the program (Kausar, 2021). The goal of the program is to teach people things, help them learn new skills, and build an intellectual community. It helps junior faculty do better in their jobs and go up in their careers. The effort also encourages networking and research. Junior professors benefit from mentoring initiatives that are well-organized. Junior professors achieved these

milestones through mentorship: best practices and insights from mentorship programs. Academics can adapt to educational change by utilizing digital literacy and online training. As education evolves, Indonesian educators must cultivate digital literacy and competencies for online instruction. Online, mixed, and digital classrooms are all examples of how technology is being used in education. So, teachers need to know how to use educational technology to make learning fun. Distance learning is getting bigger. Online education needs to have good content delivery and student participation. Teachers responded that mentorship made them feel surer of themselves. As educational movies, online magazines, and academic databases become increasingly widespread, teachers need to know about them, evaluate them, and use them. To improve education, teachers need to know how to use technology. Learn about software for online learning. LMS and video conferencing are also quite important. Teachers who know how to use computers and the internet make school better. Find, evaluate, and use digital data. It's just as crucial to know the difference between real and fraudulent information.

Indonesian schools put a lot of emphasis on communication technologies (Paidi et al., 2020). Digital empowerment is more crucial now that technology has changed (Guillén Amez et al., 2021; Rahman, 2020). It is very important for teachers and students to be able to talk to each other digitally. Lecturers must also learn how to network professionally on social media and other platforms. It is important to use technology in a moral way. Intellectual property, data protection, and plagiarism are all things that professors need to know about. Personal and private data are kept safe by this technology, which also looks for and stops digital security threats. Tech can keep kids excited in school. Online classes need to have more hands-on activities. Trainers who work from home should be able to chat, give lessons, and work with students on group projects. Teacher can give each student specific help and comments with technology. They can use this way to see how their students are doing and what they need. Teenagers who like gadgets can use vlogging to meet their needs (Mufidah et al., 2021). Online feedback that is positive can help students do better in school and in their jobs.

According to Melkonyan and Matevosyan (2020), using technology in the classroom makes students better at using technology. It is said by Damayanti (2022) that podcasts can make learning better. Online quizzes, presentations, and how-to videos are all examples of interesting educational material. In this field, we also need people who can evaluate online learning settings. Putting digital tools together can help people learn languages, get better at using computers, and work together across countries. (Cao et al. 2023). Teachers need to share information about their kids and keep it safe. Also, they need to make sure that learning online is safe and friendly. Kids can use technology in the classroom to work together and take part. Teachers who are clever are given help. Getting kids active in the learning process is very important. Tech gives kids more ways to learn about other ideas and countries than just reading books. Students can use more than one language and deal with problems that affect people all over the world when technology is used in the classroom. (Rouf, 2022) Students can do better online if they use technology in the classroom. Students who live far away or have disabilities can benefit from being able to learn at any time. Adeoye and Akinori (2023) say that tools that allow for interactive learning help teachers and students work together. People learn with this method. (Charles Ayas, 2024). Tech can help kids learn

better and faster. It encourages teachers and students from different colleges to work together and share their ideas. It's important to think about how technology can be used in schools (Tushara et al. 2021).

There have been improvements in efficiency, effectiveness, remote access, alignment, adaptability, and access to information. This is vital for educating students how to do their jobs and use technology (Tushara et al., 2021).

CONCLUSION

For Indonesian education to get better at all levels, professional development needs to be consistent. Lecturers can assist the country move forward by continuing their professional growth. An effective performance evaluation system in Indonesian higher education institutions improves the quality of teachers and education. These schools may help the country grow by encouraging a culture of research and working with businesses. To make teaching, research, and services better for students and staff, you need the right infrastructure and resources. Mentorship programs are good for professors, academic communities, and higher education as a whole. To keep up with the changing educational landscape and help students learn better, Indonesian teachers need to know how to use computers and teach online.

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