

UNY UNIVERSITY OF HUMAN RESOURCES EVALUATION AND DEVELOPMENT

by Prof. Dr. Sumaryanto, M.Kes., Anang Priyanto, S.H., M.Hum., Prof. Dr. Edi Purwanta, M.Pd., Suprpto, Ph.D., Endra Murti Sagoro, S.Pd., S.E., M.Sc., Poni Pujiati/NIM. 2170

ABSTRACT

UNY University human resources, in this case, lecturers and education staff, are an integral part of higher education administration. Over time, the implementation of higher education is heavily influenced by policies, science and technology development, quality standards, levels of performance, and social values. Therefore changes in management and governance become necessary for adjustments between demand and public services to achieve UNY University's vision and mission. Lecturers and educational staff are no less important in achieving UNY University's vision and mission through quality services according to UNY University's strategic plan.

The study of competency evaluation and human resource development to deal with changes towards PTN BH UNY University was conducted using ex-post facto research methods and Hay system techniques to measure performance, interviews, and focus group discussions (FGD) with respondents to collect more comprehensive data.

The results showed that the number of UNY University human resources totaled 2156 people and consisted of 1214 lecturers and 942 education staff who were spread in every work unit that existed both in faculties and postgraduate schools, as well as in directorates and other work units in UNY University. Most of them are adequate, but there are still many obstacles to face, especially related to competence and work professionalism, which still need to be improved quality of competence and professionalism needs to be improved. The number of lecturers with master's education, totaling 702 people, needs to be increased with a policy of study assignments to the doctoral level of education, as well as academic staff, totaling 942 people, need to be increased with a policy of including training activities according to their respective competencies.

Kata Kunci: *human resources, work unit, competency, professionalism*