

COLLABORATIVE COOPERATION IN EDUCATION INSTITUTION IN REALIZING QUALITY CULTURE OF QUALITY HUMAN RESOURCH

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Abstract

In 1984 President Soeharto planned the establishment of the Open University (abbreviated as UT), precisely on September 4 at the Merdeka Palace, in accordance with the mandate of the 1945 Constitution Article 31 states that the government is obliged to provide facilities, infrastructure, opportunities, and citizens in order to educate the nation's life for the progress of the nation and state. Many citizens who cannot get schools to seek knowledge for classical reasons, namely time, cost, limited number, not open, limited age, limited space and time, must leave work, boarding out of town, that's why UT is here to answer the challenge. The implementation of UT in the regions collaborates between Open Universities and Dinas Education, managers, tutors and students, is a necessity that cannot be avoided. This research is a qualitative research that is descriptive data through narrative, story, words to the subject under study, while the social paradigm is social definition because it examines human beings and their social interactions, in a micro society. While the type of research is a case study because it has specificity, interesting, setting typical, people's attention involves various institutions. Data Analysis with using the Interactive model of Miles and Huberman which includes the Collection Data stage, Data Reduction, Data Display, and Conclusion Data. To explore data, use the study of the theory of Sociology, namely Strukturasi Anthony Giddens, is a theory that focuses on structures and agents in social practice, on the one hand helping humans to fulfill their revised needs include the institution on the other hand he presents an institutional collaboration. The aim of the research is to understand the collaboration between institutions in the program organizer, UT-UPBJJ can increase numbers quantitative and qualitative student participation, as well as national dissemination of UT.

Keywords: Managers, Tutors, SBJJ, Quality Culture, Quality of Human Resources, Office of Education

Introduction

Based on the Minister of Education and Culture concerning the implementation of distance education mentioned UPBJJ-UT is a remote program unit in the area, inside implementation of the distance learning system (SBJJ). Characteristics of distance

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education applied by UT requires students to be independent and proactive in learning study. Students must have discipline to manage time, learning, prioritizing learning teaching materials, overcoming problems and difficulty learning quickly and independently. In the distance learning system (SBJJ), UT provides a variety of services, learning resources for students such as printed materials, teaching materials, online, teaching materials non print, which is designed for independent learning. Face-to-face tutorial service (TTM), Tutorial on Line (Tuton), and Independent Training (LM) are the facilities obtained college student. Open University is open, long distance, without age, practical, efficient, inexpensive, affordable, unlimited number of participants, location can be anywhere, anytime, in any situation. (UT Catalog, 2018).

For the implementation of UT in the region, the Open University (UT) works together with various government and private institutions, such as the Education Office, Islamic boarding schools, religious departments, Islamic education foundations, foundation seducation, school, PTN, and PTS, because UT is the only official institution distance education provider. UT's partnership network has taken place quite a long time since the institution was founded on September 4, 1984 and guaranteed by Law, in order to improve the quality of human resources in areas that have been overunable to get further study opportunities because of limited time, distance, fees and age / age. With the presence of UT, it is expected that there will be obstacles for citizens to study can be resolved further, in all regions of Indonesia, so that people can learn improve quality and cultural human resources. To bridge communication between students and UT, in the region learning service centers were formed which were coordinated by the Education Office regions by forming study groups.

Pokjar is a collection Education Office employees and the community and UT students who build commitment and mutual agreement to help each other and support each other fluency and success of learning at UT with or without party facilities others (UT guideline, JKPP KBOO 2017). Pokjar can form pokjar Mandiri, teaching UPBJJ-UT, on the initiative of students independently and in the same position by students. Azas benefits, namely to facilitate the learning group activities and communication between lecturers and UPBJJ-UT, while service accessibility, namely to bring UT services closer to study groups.

Regional committee members are appointed and dismissed by the head of the UT UPBJJ there are 2 (two) study groups, namely the study group in the field of basic education (Pendas) by the Education Office and Non-Education Study groups by the community, foundation. In order to optimally organize educational services to students, UT collaborates with other agencies such as universities public and private, Bank Mandiri, BRI Bank, Bank BTN, Sky LBS, Radio Republic of Indonesia (RRI), Radio broadcast area, National Government private radio Provinces, District and City Governments.

In implementing the distance learning system (SBJJ) model UT carried out through tutorials, collaborative collaboration between institutions very varied. Cooperation partnership between UPBJJ, Education Office, PTN, PTS, Ministry of

Religion, Foundations, tutors. in realizing the quality culture of HR, among others by use of facilities for teaching and learning activities, tutorials, recruitment tutors, students and student practices such as Laboratories, IT Laboratories including financial benefits obtained, but all institutions play a role in improving the human resources of the nation's children. For this purpose, UT is required to have agents and collaborate in the implementation of distance education in order to achieve even distribution educational opportunities for all Indonesian people according to the mandate of the 1945 Constitution article 31 paragraph 1.2 and 3. Educational agents that UT already has include tutors, administrators, both Pendas and Non Pendas, PTN, PTS, are UT's partners very effective.

UT's academic machines can run to develop UT in the area, with active roles of UT agents in regions such as managers, tutors, study groups, without these academic machines, UT will be "tough" in carrying out the program. For this reason, clear rules are needed regarding the form of partnership, because all this time was impressed, they were used when needed, while in a manner material, financial UT is very benefited, for financial problems because of students "Explode" quantitatively. With the management of new models that don't allow the manager to collect additional contributions from students "Severe blow" to the manager, even though it is covertly the student contribution to the manager still exists, it is very human.

Literature Review and Theory

Literature Review

Open University is the 45th state university in Indonesia was inaugurated on September 4, 1984 based on Republic of Indonesia Presidential Decree No 41 Year 1984. (1) The objective of UT's establishment is: to provide broad opportunities for the people Indonesia, wherever they live to get higher education. (2) give higher education services to those who, because of work or for other reasons unable to continue education in college face to face. And (3) develop academic, vocational and professional education programs in accordance with real development needs that have not been developed by other universities (UT 2018 catalog). Open University is organized by the government in order to provide learning opportunities for the community to improve knowledge, technology and knowledge, so that citizens have the opportunity to study without being hindered by time, place, natural conditions, age.

One of the factors that encourages learning in UT, is because of costs study is cheap, efficient with time, practical, open to anyone without knowing age, location, place of residence, social status anywhere, anytime, anyone can study at Open University (2015: 05). Studies at UT can be said to be socio-economic, study at UT really helps people get knowledge. Studying at UT doesn't have to be face to face, because the learning system in UT can use the internet or with technology digital, namely the On Line system. UT students in their studies are easy, inexpensive, flexible, practical and efficient with quality material, both modules, the system, qualified lecturers.

To support implementation, implementation of the UT program in the area, UT held a partnership, partnered with regional government both level I and level II, and

related agencies, educational institutions, PTS, pesantren huts. Collaboration with partners in the region resulting in UT being known, interested in the community, resulting in an increase in the number of students, and holding lectures, tutorials, UAS, PKP / PKM is going well. Whole program, activities, financing, registration methods, UT academic procedures listed in the manual academic UT which is called the UT Catalog. Rules for financing and learning procedures at UT are good about how payment, SPP amount, is complete in the catalog, so things outside the catalog UT is not permitted. The payment system at UT is paid through the banks that have been appointed as BRI, BNI 46, Bank BTN, and Bank Mandiri.

UT employees and employees prohibited from receiving money in any form from students, all paid by students themselves through an account that has been designated by UT. (Profile of UT, 2015: 13). Conditions above is something ideal, and indeed that is the vision, mission, purpose, purpose of UT established, as stated in Presidential Decree No. 41 of 1984 concerning the University Open (UT), is a government institution that organizes education long distance under the Ministry of Research in Technology and Higher Education. open University established since 1984, precisely on September 4 in accordance with Presidential Decree No: 41 of 1984, as the 45th PTN. (UT Profile 2015: 03)). The term "Open" in the education system at UT means that everyone can become a UT student without being there restrictions, both years of graduation, age, duration of study and residence.

Through the MOU cooperation between the two parties, the implementation of the Pendas / FKIP program carried out by the Office of Education starting from recruitment, registration, registration, the implementation of tutorials, and the implementation of semester examinations under coordination with lecturers and UT-UPBJJ employees as the regional leader assigned by the leader (Head UPBJJ-UT) for the implementation of UT in the regency, the city, namely the Regional Leader (PW). The existence of the University (UT) means that all communities can seek knowledge, study, low cost, loose time in accordance with the program desired both S1 and Postgraduate Masters.

UT students must look at the code courses, credits, exam hours, and teaching material codes, so as not to clash (test of timesame). This is intended to avoid cases in the test related to KTPU and other value cases, if the value has been announced. This is detrimental in the financial aspect, and there is a public perception that college at UT is difficult, expensive and there is the impression that college at UT is heavy, difficult, expensive. To overcome negative impressions for the conduct of lectures by students because of the many cases, then the case should be avoided. How to pay tuition fees at UT, i.e. the first SPP was paid to BRI, BTN Bank, Bank Jatim, both programs Pendas program for elementary school teachers, as well as Non-Pendas programs.

The Concept of Anthony Giddens Theory

Anthony Giddens proposed structuration theory by criticizing the structural and functional theories of conflict, which stated that structures in the form of rules, norms, values that exist in society inhibit individuals or actors in acting freely. According to the

Giddens, that social life is interplay between individuals and structures. As an agent of learning or actor, the ability to act depends on the ability to "influence" the state of affairs or a series of previous events. (Ritzer 2012). Agents as actors in improving their performance depend on the process of rationalizing actors as agents based on awareness and actions intentional purposive, what has been done before is repetitive and will be influenced by the power and ability of the actor. Wrong factor that can influence is the individual's personal abilities. Furthermore, Giddens said that the community is equipped with agents and structure, meaning agents with individuals, and agents refer more to active individuals. Core Giddens structuration theory related to social practices is agent relations and structures that cannot be understood by one another, they are two sides of a coin in the same (duality). All social actions involve structures and vice versa structure involves social action.

Agents produce conditions through activities in the form of awareness and structure. Giddens talks about agency issues historically, conceptually, and dynamically with pay attention to consciousness, or reflectivity. In general, Giddens is more pay attention to the dialectical process where the practice, structure and awareness. The Giddens structuring theory focuses on duality, structure, system, and structuring. This study does not test theories but explain phenomena and so on continuously monitor what social and physical aspects are said Giddens. (Ritzer: 2012: 90) According to Giddens, people are conceptualized as agents and structures, none clear definition of the concept of agents and agencies of the Giddens, even overlapping usage. If you refer to structuration theory, Giddens can't it was concluded that agents are individuals who do social practice ordered across space and time. Anthony Giddens's main assumption on the agent's concept was taken from interpretive sociology related to human abilities and involvement ability to take action. According to Giddens being human is being an agent who has a logical purpose and reason for his actions, is also capable of discursive elaboration for these reasons.

Giddens mentions that knowledgeability has a reflective form that is an important part of social practice repeated, agents always carry out reflective monitoring of their social actions (Pip Jones: 2010 56) Giddens refers to as a purpose character of human behavior, through reflective monitoring, agents are not only affected by the structure, but also affect the structure. In reflective monitoring, action is not a string of acts (acts) with the characteristics of each or the aggregate of purpose, but a continuous process. Thus the agent means almost the same as the individual, but the agent refers more to the character of the active individual, who is actively acting based on own initiative.

An agent is an actor who acts on the basis of his own initiative renewal of its behavior in the context of efforts to achieve the goal of improving performance which in turn has an impact on improving human quality and quality culture in the tutorial. Actors have more than one other individual behavior, agents must be able to act from the intervention of other parties, space and time can limit, developing HR called "Duality". There are a number of things that need to be done to get attention from structuration theory Anthony Giddens, including the nature of agents, limitation of agency, understanding of structure, characteristics of rules (Susilo, 2008: 415-419).

The key words are agent, structure, and structure with the following understanding: Actors do not only monitor the continuous flow of their activities and expect other parties to act like him.

They also routinely monitor physical and social aspects of the context in which they move.

Research methods.

This research is a qualitative study through narratives, words, descriptions of answers from research respondents, namely managers, tutors, Education Agency as UT's collaborative partners. Data Collection Techniques: Observation Technique. Interviewing Techniques. Documentation Study Techniques Data Processing Techniques. Data processing model used in research Interactive data processing for Miles and Hubermann models namely : Data Collection. Data Reduction. Display Data. Conclusion/ Verifying. Data Triangulasi,

Results and Discussion.

Discussion

This research starts from the assumption that the need for academic-quality cooperation is relevant to the position, increasing communication skills is very necessary, so that partnership partnerships with other institutions such as the Education Office, managers, tutors and regional governments are achieved. Cooperation partnerships between institutions or institution contains the most profound and different meanings in each institution. Following is the scheme of the framework in establishing cooperation between institutions with Surabaya Open University.

From the theoretical framework above, it can be explained that to improve the quality of teachers, employees, employees need social action, this is necessary for creating qualified HR employees, employees, teachers. To improve the quality of teacher human resources, professional employees are required to have partnership well. The rights and obligations of each partner, to run a partnership, such as Managers, tutors, Education Offices and UT-UPBJJ are absolutely necessary.

This can improve the quality of partnership between institutions. Social actions carried out by someone have various motivations about improving the quality of HR partners as A.Giddens opinion. The behavior of current partners has not been able to improve the quality of professional student HR, which can improve partner performance in carrying out their duties and obligations. Therefore, it is necessary to commit the participation of managers, tutors, managers in cooperation between institutions. Implementing the rights and obligations of partners is a social action that is full of values and specific goals for those partners. Partner rights and obligations such as managers, tutor, UPBJJ-UT is not a traditional act by someone, namely social action.

Collaborative Cooperation In Education Institution In Realizing Quality Culture Of Quality Human Resource

No.	Cooperation	INSTITUTION		Basic education	Culture	Explanation
		<u>Non-Formal</u>	<u>Government</u>			
1.	Education.	Foundation	Ponorogo.	Teacher	Community	Good
2.	Culture.	Foundation	Magetan	Teacher	Community	Good
3.	Social Politics.	Foundation	Ngawi	Teacher	Community	Good
4.	Social Economic	Foundation	Madiun city	Teacher	Student	Good
5.	Sport dan Health	Foundation	Bojonegoro.	Teacher	Community	Good
6.	IT.	Islamic School	Tuban	Teacher	Community	Good
7.	Human Resources	Islamic School	Lamongan	Teacher	Student	Good
8.	Social Problems	Foundation	Jombang	Teacher	Community	Good
9.	Education and Culture	Foundation	Mojokerto	Teacher	Community	Good
		Education Institution	Mojokerto city	Teacher	Community	Good
10	Social Education	Foundation	Sidoarjo	Teacher	Student	Good
11	Community Education	Education Institution	Surabaya	Teacher	Student and Community	Good
13	Education	Foundation	Bangkalan.	Teacher	Community	Good
14	Culture	Education Institution	Sampang	Teacher	student	Good
15	Social Education	Education Institution	Pamekasan	Teacher	Student	Good
16	Culture Education	Education Institution	Sumenep	Teacher	Student	Good
17	Education	Foundation	Tuban	Teacher	Student	Good
18	Education	Foundation	Lamongan	Teacher	Student	Good
<u>Source</u> : UPBJJ-UTN Surabaya		2020.2.				

Conclusion

Collaborative cooperation is implemented if each institution, tutor, commitment manager according to the procedure of the rights and obligations agreed upon in the MOU of cooperation. 2. Partners of cooperation namely managers, tutors Education Agency, understand the main tasks functions, as well as their obligations including financial issues, management funds. HR tutor. 3. Institutional partners can carry out their rights and obligations in collaborative collaboration in accordance with standard procedures at UT.

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