

Sustainability Maturity Level of Indonesian College of Economics in Facing the Era of Change

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ABSTRACT

The purpose of this study is to determine the role that private tertiary institutions play in the process of achieving sustainability. Private tertiary institutions will need to be able to form relationships with a variety of parties, such as the private sector and the government sector, and formulate sustainability maturity levels in order to determine the extent to which tertiary institutions have reached a certain level of maturity. In this study, a descriptive research method is combined with a quantitative research methodology. According to research, several components of STIE Indonesia, such as Innovation and technology, Collaboration, Process, Purchase, motivation and incentives, health and safety, human resource development, and ethical behavior and human rights, are at the stage where they are gratifying or satisfying. Extraordinary or of a sophisticated nature. On the most fundamental or fundamental level, which involves knowledge management, the absence of conflicting interests, effective governance, and an absence of corruption. However, private universities have a responsibility to place a greater emphasis on sustainability reports, resources set aside for recycling, concerns regarding biodiversity and environmental issues, emission pollution into the air, water, and soil, and the existence of universities that start at the Beginning level.

Keywords: Maturity Level, Sustainability, Era of Change.

1. INTRODUCTION

Human-created technology continues to advance over time. Society 5.0, an initiative of the Japanese government, aims to create an environment in which humans can live comfortably (Noperman, 2020). Society 5.0 was officially opened on January 21, 2019, exactly two years ago. The period of society 5.0 represents a continuation of the industrial revolution 4.0. Through (VUCA), meaning rapid changes with difficult-to-predict patterns (Volatility), quick changes produce uncertainty (Uncertainty), and the unclear direction of change causes ambiguity (Ambiguity) because it is unclear which way is the correct one (Aribowo et al, 2018). In a time of rapid change, information technology has become indispensable to survival (Brin, 2018).

The Covid 19 pandemic has made changes in several aspects, including in the world of education (Basar, 2021), the world of education has also changed the way of learning by issuing online system policies by utilizing zoom, e-class, google meet, but there have been obstacles in online systems, including signal disturbances, educators do not understand the applications used in online systems, but for now universities are issuing hybrid policies which are a combination of face-to-face learning with online learning (Susilo, 2020).

The existence of more and more tertiary institutions shows its own competition from the advantages of each tertiary institution which results in increasingly fierce competition in the world of education (Yulista, 2019). Through education, humans can be taught to become human beings who have noble character, have a lot of useful knowledge and can develop the talents that are in them. Universities are required to be more innovative in order to provide good value to society (Alimuddin, 2019). However, from 2019 to 2021 it has decreased.

From the number of private tertiary institutions in 2019 to 2021, there has been a quite drastic decrease, including because students choose private tertiary institutions, looking at the quality of the tertiary institutions, costs, the tertiary environment, the quality of the lecturers and other factors (Eesley & Lee, 2021), with the existence of problems that experienced by private tertiary institutions and the government has the potential to have their license revoked by the government with a total of more than 1,000 PTS and there are even several private tertiary institutions which have not been looked at by students since their establishment because these universities do not pay much attention to the influencing factors (Susilo, 2021)

Sustainability in higher education has become a global priority in higher education policymaking. Literature that is conducted by tracing information, data, and references from sources related to the topic is referred to as 4C (Creativity, Critical thinking, Communication, Collaboration) (Kahar et al, 2021). However, students must have 6 basic literacy (numeracy literacy, scientific literacy, information literacy, financial literacy, cultural literacy, and citizenship) and must think critically in order to meet the challenges of higher education sustainability. There are various ways that educational institutions can implement the principles of sustainability on campus, including partnership programs and waste management. The implementation of a sustainability policy that covers all dimensions of higher education can demonstrate to the public the involvement of the institution in the transformation process (Ramísio et al, 2019).

To carry out sustainability, universities must have good human resources. With good human resources, universities can produce good graduates so that the quality of higher education is good (Nursam, 2020). Private tertiary institutions must be able to provide useful knowledge and provide community service. In innovation and technology related to sustainability efforts to reduce environmental impact on activities, collaboration is good and active collaboration with various business partners in private universities knowledge management in approaches related to knowledge related to sustainability in private universities (Indrajit & Djokopranoto, 2006), process as a process that plays a role so that sustainability activities are carried out efficiently and every employee knows about sustainability in an organization, purchase awareness in considering issues related to sustainability in a private university, sustainability report which reports sustainability issues in a report issued good (Huge et al, 2018).

By not yet cultivating technological developments in education, intellectual capital management (ICM) and knowledge management (KM) are managerial activities included in the knowledge assets of a tertiary institution, these assets have an influence on the sustainability of tertiary institutions (Simatupang & Yuhertiana, 2021). Intellectual capital is a factor that can increase the value of tertiary institutions because the greater the value of intellectual capital owned, the greater the value added for tertiary institutions. Intellectual capital is knowledge contained in tertiary institutions which will later become an advantage in the future for the tertiary institutions themselves (Sari et al, 2020). Intellectual capital is an important factor that affects the quality of human resources (Nuraini, 2019).

In general, corporate culture influences the quality of higher education significantly. Because a strong organizational culture can improve overall individual performance and has a positive effect, giving rise to good performance, the influence of organizational culture is significant for those who work in it. Moreover, enhancing organizational culture's values makes it easier to achieve the goals established (Sethar et al., 2022). Through organizational culture can overcome existing problems in the organization and generate enthusiasm that can influence a person's behavior to complete their duties.

Strategic planning for private universities in carrying out sustainability leads to a competitive advantage strategy model based on the sustainability of higher education development. The strategic plan is a step that must be taken in the sustainability of a tertiary institution, the existing plan is the goal of a tertiary institution's competitive advantage (Prasetyo, 2018). To achieve higher education sustainability, quality improvement, partnership programs, intellectual capital, organizational culture, waste management, and the right strategy are needed to be more competitive in increasing the excellence of higher education (Prasetyo & Sukatin, 2020).

Based on the background description above, this study aims to answer through what is the sustainability of tertiary institutions in facing the era of change, with the title "The Maturity Level of Sustainability Maturity of Indonesian College of Economics in Facing the Era of Change". It is hoped that this research can provide information and add insight, especially in the field of education, help future researchers to examine the sustainability of tertiary institutions in facing an era of change and serve as useful information and input through what universities can carry out sustainability in facing an era of change.

2. LITERATURE REVIEW

a. Sustainability Maturity Level

Sustainability maturity level (SMI) is assessed from several aspects of the organization, Maturity Level is used to support an organization in dealing with change (De & Loura, 2018). In an organization, SMI is used for sustainability to improve the organization in an increasingly developing era, SMI focuses on the entire organization, not just one specific function within an organization (Chen and Shi, 2019). SMI itself has a goal to support organizations reviewing sustainability with a structured approach.

b. Maturity Level

Maturity level is a theoretical concept regarding the ability of a tertiary institution to develop gradually in the direction of anticipated maturity to overcome existing problems (Sankaran, 2017). Maturity level is a bridge between characteristics and sustainability strategies, by combining existing aspects which are the basis for ensuring a university is in the long term and facing many existing challenges and considering external, internal aspects and elements including into opportunities and threats for universities. high level of sustainability (Agustina

& Rohmayani, 2019). Sustainability must pay attention to the environment, resources because they can be used as a means of achieving sustainability and can be used as welfare for future generations.

c. Sustainability

The concept of sustainability first appeared in Stockholm at the 1972 UN Conference on the Human Environment. The quality of information can improve sustainability in the future in a country so that it becomes strategic management, through effective sustainability by providing the information needed to make decisions while education is included in a collection of academic ethics so that it becomes sustainable (Simangunsong, 2017). Sustainability is not only used as a short or medium term, but sustainability is used as a long term which, among other things, requires direction, financial means and support from stakeholders, therefore it is necessary to carry out careful planning with the vision, mission and strategies and evaluation of the results. existing, thus sustainability reflects an existing condition (Hugé et al, 2018).

4. College

Higher education is divided into two, namely, State Universities (PTN) and Private Universities (PTS), PTN has facilities, budget, facilities and infrastructure that are fully supported by the government, while PTS only get half of it from the government and its development costs come from student payments. so it is different from State Universities (PTN) (Amin, 2017). Private Higher Education (PTS) is under a foundation whose activities are controlled by the foundation, in practice there are foundation administrators who participate in setting policies concerning administration, finance and in the academic field. The management is required to make an annual report for the supervisor regarding the financial situation and development, the establishment of the foundation is carried out by means of a notarial deed and obtains the status of a legal entity after the deed of establishment obtains approval from the minister of law and appointed officials, as a legal entity that is social, humanitarian, religious and humanitarian. , the foundation has an organization consisting of coaches, administrators and supervisors to avoid the possibility of internal conflicts that could harm common interests. The important role of universities in the education sector is to ensure community and economic development, universities provide education and knowledge, conduct research, develop and innovate for a better future (Grima et al, 2017).

3. RESEARCH METHOD

This study employs a quantitative methodology and descriptive methodologies. According to the data collected, this study's population consisted of 25 STIE Indonesia structural authorities. This study used non-probability sampling using saturated sampling, which is a sampling strategy in which all members of the population are used as samples (Sugiyono, 2016). The population in this study consisted of 25 individuals, including deans, department chairs, and study program directors. Data collection was carried out by distributing questionnaires to high-ranking officials of STIE Indonesia. In this research data management uses excel software. Excel software is used to make it easier to do data processing, if done manually it will take quite a long time. In this study the collected data is presented in tabular form, which aims to advance research analysis and understanding of data, so that the data presented is more systematic.

4. RESULTS AND DISCUSSION

a. Description of Respondents

Before conducting further discussion, in this study regarding the partnership program, Intellectual capital, Organizational culture, Waste management, Sustainability maturity model, you must first know about position, education and years of service.

Table 1 Identity of Respondents by position

Position	Number of people	Percentage (%)
Vice Chairman	2	8.4 %
Head of Education program	5	20.9%
Head of Section	10	38.6%
Lecturer	8	32.1%
Amount	25	100 %

Based on table 1, it can be seen that there are more positions, namely the head of department (section head) of 38.6%, while the position of the smallest respondent is deputy chairman with a percentage of 8.4%.

Table 2 Identity of respondents based on education

Education	Number of people)	Percentage (%)
S2	17	68 %
S3	8	32 %
Amount	25	100%

According to table 2, the proportion of respondents with a higher postgraduate degree was 68%, or 17 individuals, whereas the proportion of respondents with a doctoral degree was 32%, or 8 individuals. Therefore, it can be stated that the majority of this study's respondents held a Master's degree.

Table 3 Identity of Respondents based on years of service

Years of service	Number of people)	Percentage (%)
5-10 Years	6	24%
>10 Years	19	76%
Amount	25	100 %

Based on table 4.3, it can be seen that the number of respondents with > 10 years of service is higher, namely 76% totaling 19 people compared to 5-10 years of service which has a smaller percentage of 24% with a total of 6 people. So it can be concluded that most of the respondents in this study had a working period of > 10 years.

2. Data Description

To be able to assess the sustainability of private tertiary institutions, using an approach that presents ideas, incorporates an existing element so as to create a harmony of meaning. To find out the extent to which a tertiary institution uses four indicators of sustainability maturity level, Beginning (beginner) , elementary (basic), satisfaction (satisfying), extraordinary (sophisticated) .

Higher education sustainability assessment is carried out by distributing questionnaires to 25 respondents with positions at the same level as head of study program, head of division and the aspects measured include eighteen aspects.

Table 4 Tabulation of sustainability results

No	Indicator	Results	Level
1	Innovation and technology	3	Satisfying
2	Collaboration	3	Satisfying
3	Knowledge management	2	elementary
4	Process	3	Satisfying
5	Purchase _	3	Satisfying
6	Sustainability reports	1	Beginning
7	Resources Allocated to Recycling	1	Beginning
8	Polluting Emissions Into The Water and Ground	1	Beginning
9	Care of Biodiversity	1	Beginning
10	Environmental Issues of Product	1	Beginning
11	Ethical Behavior and Human Rights	4	Sophisticated
12	No Conflict Interests	2	elementary
13	No Corruption Activities and Awareness of The Same	2	elementary
14	Corporate Governance	2	elementary
15	Motivation and Incentives	3	Satisfying
16	Health and Safety	3	Satisfying
17	Human Capital Development	3	Satisfying
18	Corporate Citizens	1	Beginning

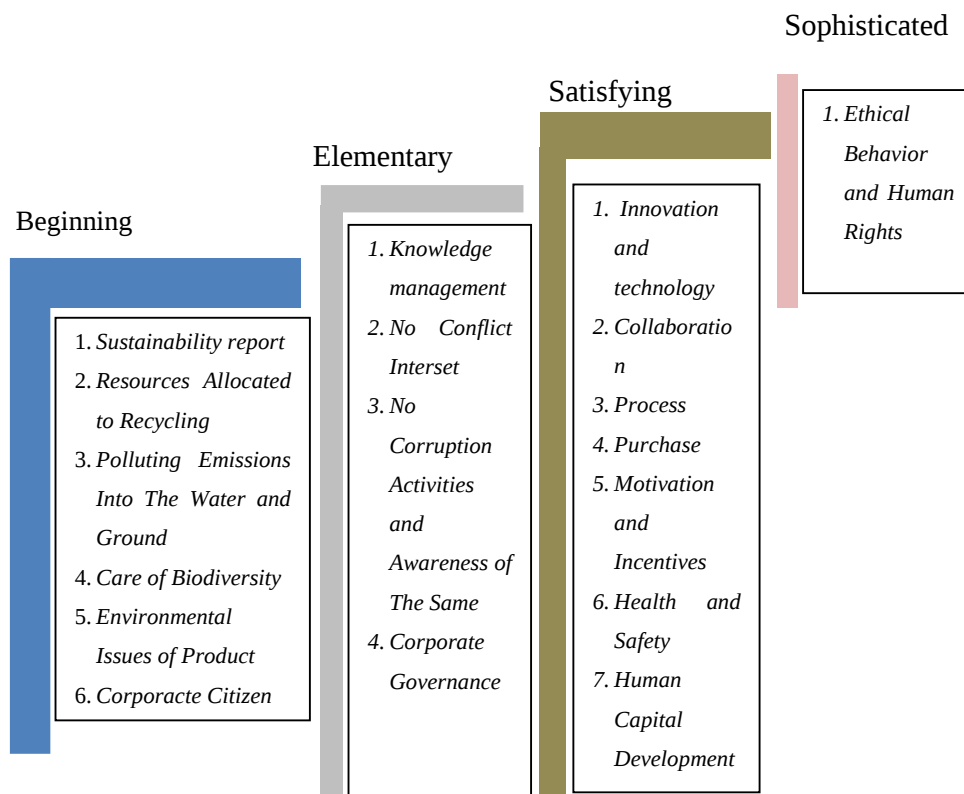


Figure 1 Sustainability Level of Private Higher Education

Based on Figure 4, there are six aspects that are at the Beginning level , so it is necessary to carry out further development, namely:

- Sustainability reports. Currently, the Indonesian College of Economics already has a sustainability report, but it has not been submitted explicitly.
- Recycling Resources are allocated to recycling. Even though just a research has been conducted on garbage or waste management, tertiary institutions have a specialized work unit and funding to manage waste.
- Recycled Materials are allocated. Despite the fact that only study has been undertaken on garbage or waste management, higher institutions have a specialist work unit and financing for waste management.
- Care of Biodiversity. At present the Indonesian College of Economics already has a high concern for environmental sustainability, which is a concern, but from a management perspective it only provides shelter.
- Environmental Issues of Product. The Indonesian Higher Education College of Economics uses environmentally friendly materials as much as possible, starting from operational processes that consider efficiency and risks to the environment.
- Corporate Citizens. The efforts of the Indonesian College of Economics to increase the participation of the surrounding community are limited to giving gifts every holiday.

There are four aspects that are at the elementary or basic level so that further development is needed, namely:

- Knowledge management. The efforts of the Indonesian College of Economics in implementing knowledge management are being developed to maintain the sustainability of STIE Indonesia.
- No Conflict Interest. The efforts of the Indonesian College of Economics in implementing rules for conflict prevention actions that have become written rules in universities.
- No Corruption Activities and Awareness of The Same . The Indonesian College of Economics has also made written rules regarding preventive measures against this behavior in tertiary institutions.
- Corporate Governance. The Indonesian College of Economics submits reports to stakeholders regarding company performance by submitting only what is needed.

There are seven aspects that are at a satisfying or satisfying level, namely:

- a. Innovation and technology. At present the Indonesian College of Economics still uses a combination of their technology and third party technology fully. Supporting technology already uses domestic production, but for high technology it still uses third party technology.
- b. Collaboration. Currently, the Indonesian College of Economics is still collaborating with DUDI and other institutions to support tri dharma activities in education.
- c. Process. Because efficiency has become a key performance indicator (KPI) for employees, employee awareness of the need to operate effectively is quite high.
- d. Purchase. In carrying out the process of acquiring materials for the production process, the procurement unit has examined factors of efficiency, quality, and governance, as well as aspects of the sustainability of higher education.
- e. Encouragement and Incentives In an effort to foster a sense of loyalty among STIE Indonesia's employees, a system of encouragement and incentives is created.
- f. Safety and health. In order to sustain staff morale and productivity, the Indonesian College of Economics has established health and safety guarantees for workplace hazards.
- g. Human Capital Development. The College of Economics has allocated an unique budget for education and training programs that develop staff proficiency in phases.

There is one aspect that is already at the Sophisticated or extraordinary stage, namely Ethical Behavior and Human Rights. To implement rules regarding matters relating to human rights, such as freedom of belief, gender equality, differences in ethnicity and skin color, currently matters relating to these matters in the College of Economics have made the culture of higher education

According to the results of the research conducted, the sustainability of the Indonesian College of Economics is at a satisfying or satisfactory stage, which includes Innovation and technology, Collaboration, Process, Purchase, Motivation and Incentives, Health and Safety, Human Capital Development, and Ethical Behavior and Human Rights. At the elemental or fundamental level, which involves knowledge management, no conflicts of interest, no corruption, and awareness of the same. Sustainability reports, Resources Allocated to Recycling, Polluting Emissions Into The Water and Ground, Care of Biodiversity, Environmental Issues of Product, and Corporate Citizen are the six aspects at the Beginning level, so further development is required with an emphasis on waste management-related environmental issues. This study's findings also indicate that higher education institutions must be able to react to environmental changes in order to organize higher education more effectively (Sanusi et al, 2017). In dealing with the development of the Indonesian College of Economics, it is necessary to continue to develop so that the community can obtain and produce knowledge, future-oriented decisions and about responsibility (Muizu et al, 2018). To foster understanding in human rights awareness by providing space for human rights principles and values to be used in strengthening functions and objectives so that they are recognized and made into mutually agreed agreements in achieving human rights (Martini et al, 2018). This research is a descriptive research that provides an overview of certain phenomena.

5. CONCLUSION

STIE Indonesia has implemented a sustainability program , with its own programs, namely STEI Sustainability and Climate Center in collaboration with Bumi Global Carbon (BGK) which has the aim of creating campus governance that cares about the environment, social and climate change, providing educational activities and training related to sustainable development strategies for business people . Currently, STIE Indonesia is at a satisfying level with aspects that are in between. Innovation and technology, cooperation, process, procurement, Motivation and Incentives, Health and Safety, Human Capital Development, and on a more advanced level, Ethical Behavior and Human Rights are components of STIE Indonesia.

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