BLU *SPEED* · Center for Wasathiyyah Islam · **QAi** Quality Assurance Institute UIN Salatiga

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UNIVERSITAS ISLAM NEGERI
SALATIGA

2023

KEY PERFORMANCE INDICATORS

UIN SALATIGA

Implementation of ISO 21001:2018 in Educational Organizations-Management Systems for Educational Organizations at Universitas Islam Negeri Salatiga

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UNIVERSITAS ISLAM NEGERI (UIN) SALATIGA

RECTOR'S DECREE OF UNIVERSITAS ISLAM NEGERI (UIN) SALATIGA
Number: B. 134 /Un.29/HO.00.7/01/2023

CONCERNING

KEY PERFORMANCE INDICATORS (KPI) OF UNIVERSITAS ISLAM NEGERI (UIN) SALATIGA FOR THE YEAR OF 2023

BY THE GRACE OF GOD ALMIGHTY

RECTOR OF UNIVERSITAS ISLAM NEGERI (UIN) SALATIGA

Considering : a. that to implement the provisions of Articles 3 and 4 of the Regulation of the Minister of Administrative and Bureaucratic Reform Number PER/09/M.PAN/5/2007 concerning General Guidelines for the Determination of Key Performance Indicators in Government Agencies, it is necessary to establish the Key Performance Indicators (KPI) of Universitas Islam Negeri (UIN) Salatiga;

b. that the determination of KPI must be aligned with the strategic objectives to be achieved in the Strategic Plans of UIN Salatiga for the period of 2020-2024;

c. that the determination of the Key Performance Indicators of UIN Salatiga for the Year of 2021 as referred to in point a, needs to be established by the Rector's Decree;

d. that based on the considerations mentioned in point a above, it is necessary to establish the Rector's Decree of Universitas Islam Negeri (UIN) Salatiga concerning the Key Performance Indicators (KPI) of Universitas Islam Negeri (UIN) Salatiga for the Year of 2021;

In view of : 1. Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System;

2. Law of the Republic of Indonesia Number 12 of 2012 concerning Higher Education;

3. Government Regulation of the Republic of Indonesia Number 4 of 2014 concerning the Implementation of Higher Education and Management of Higher Education Institutions;

4. Presidential Regulation of the Republic of Indonesia Number 29 of 2014 concerning the Government Performance Accountability System;

5. Presidential Regulation of the Republic of Indonesia Number 143 of 2014 concerning the Transformation of STAIN Salatiga to UIN Salatiga;

6. Regulation of the Minister of Administrative and Bureaucratic Reform Number: PER/09/M.PAN/5/2007 concerning General Guidelines for the Determination of Key Performance Indicators in Government Agencies;

7. Regulation of the Minister of Administrative and Bureaucratic Reform of the Republic of Indonesia Number 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting, and Review Procedures for Government Agency Performance Reports;

8. Regulation of the Minister of Religious Affairs of the Republic of Indonesia Number 53 of 2016 concerning the Statute of UIN Salatiga;

9. Regulation of the Minister of Religious Affairs Number 42 of 2016 concerning the Organization and Working Procedures of the Ministry of Religious Affairs;

10. Regulation of the Minister of Religious Affairs of the Republic of Indonesia Number 61 of 2017 concerning the Organization and Working Procedures of IAIN Salatiga;

11. Decree of the Minister of Religious Affairs of the Republic of Indonesia Number 702 of 2016 concerning Implementation Guidelines for the Preparation, Determination, and Accountability Reporting of Performance in the Ministry of Religious Affairs;

12. Regulation of the Minister of National Development Planning/Head of BAPPENAS Number 5 of 2019 concerning

Procedures for Preparing Strategic Plans for Ministries/Agencies for the Years 2020-2024;

13. Regulation of the Minister of National Development Planning/Head of BAPPENAS Number 5 of 2019 concerning Procedures for Preparing Strategic Plans for Ministries/Agencies for the Years 2020-2024;

14. Presidential Regulation Number 18 of 2020 concerning the National Medium-Term Development Plan for the Years 2020-2024;

15. Regulation of the Minister of Religious Affairs Number 18 of 2020 concerning the Strategic Plan of the Ministry of Religious Affairs for the Years 2020-2024;

16. Decree of the Director General of Islamic Education Number 4475 of 2020 concerning the Strategic Plan of the Directorate General of Islamic Education for the Years 2020-2024;

17. Rector's Decree of the Universitas Islam Negeri (UIN) Salatiga Number: B-3013/In.21/HO.10.8/08/2020 concerning the Strategic Plan of IAIN Salatiga for the Years 2020-2024.

DECIDES

To stipulate	:	RECTOR'S DECREE OF UNIVERSITAS ISLAM NEGERI (UIN) SALATIGA CONCERNING THE KEY PERFORMANCE INDICATORS (KPI) OF UIN SALATIGA FOR THE YEAR OF 2023
FIRST	:	To stipulate the Key Performance Indicators (KPI) of Universitas Islam Negeri (UIN) Salatiga for the Year of 2023 as stated in the Appendix, which is an inseparable part of this Decree.
SECOND	:	The Key Performance Indicators (KPI) of UIN Salatiga as stated in the Appendix of this Decree serve as a reference for setting annual performance plans, submitting work and budget plans, preparing performance determination documents, performance agreements, compiling performance accountability reports, and evaluating performance achievements according to planning documents.
THIRD	:	The preparation of Performance Accountability Reports and Evaluation of performance achievements shall be submitted to the Minister of

Religious Affairs through the Secretary-General of the Ministry of Religious Affairs of the Republic of Indonesia.

FOURTH   :   This decree shall come into effect as from the date of its stipulation.

Stipulated in : Salatiga

on   : January, 2023

RECTOR,

ZAKIYUDDIN

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CHAPTER INTRODUCTION

A. Background

Performance of Government Agencies is an overview of the achievement level of the targets or objectives of government agencies as an elaboration of the vision, mission, and strategy of government agencies, indicating the level of success and failure in implementing activities according to established programs and policies. Therefore, activities aimed at measuring performance are needed, particularly comparing the achieved performance level with standards, plans, or targets using established performance indicators. Besides performance measurement, there is also a need for activities to observe the development of performance in implementing activities or programs using information from (1) performance measurement results, and (2) identification, analysis, and anticipation of problems that arise or may arise to take timely action.

Through the Regulation of the Minister of Administrative and Bureaucratic Reform Number PER/09/M.PAN/2007 concerning general guidelines for the Determination of Key Performance Indicators, hereinafter referred to as KPI in Government Agencies. The selection and determination of KPIs involve stakeholders within the concerned government institution/agency; therefore, the leadership of the government agency is required to establish KPIs. Consequently, the Universitas Islam Negeri (UIN) Salatiga, hereinafter referred to as UIN Salatiga, as one of the government agencies performing government functions using the State Budget (*APBN*), should implement a system conducive to program execution from planning to evaluation. The principle of Good Governance is an absolute commitment in government administration, characterized by professionalism, transparency, effectiveness, efficiency, accountability, and democracy while upholding the rule of law.

As a form of accountability to the public for government performance, performance measurement is needed to show whether the targets or activities have been achieved, which is then expressed in Performance Indicators. To ensure the activities and programs run effectively, efficiently, and optimally, strategic Performance Indicators that become a priority in each government agency are established as a form of target refinement, so the organization's vision and mission can be achieved according to the planning outlined in the Strategic Plans (*Renstra*) and Work Plan and Budget of Ministries/Agencies (*RKA-KL*) that have been established. As part of the government

agency, UIN Salatiga also elaborates Strategic Goals into the form of Key Performance Indicators (KPI) as a measurement tool that can objectively and measurably inform the success and failure levels of activity implementation as outlined in the Budget Implementation List (*DIPA*) of UIN Salatiga.

B. Objectives

The objectives of determining KPI of UIN Salatiga For The Year of 2023 are as follows:

1. To obtain important and necessary performance information in carrying out the duties of the Islamic Education Program according to the established performance indicators.

2. To obtain measures of success from achieving strategic goals and objectives of UIN Salatiga to be used for performance improvement and accountability enhancement.

3. To achieve rapid progress as outlined in the Strategic Plans of UIN Salatiga for the period of 2020-2024.

C. Legal Basis

The regulations or legal basis for determining the KPI of UIN Salatiga for the year of 2023 are:

1. Government Regulation Number 20 of 2004 concerning Government Work Plans;

2. Government Regulation Number 21 of 2004 concerning the Preparation of Work Plans and Budgets of Ministries/Agencies;

3. Government Regulation Number 56 of 2005 concerning Regional Financial Information Systems;

4. Government Regulation Number 65 of 2005 concerning Guidelines for the Preparation and Implementation of Minimum Service Standards;

5. Government Regulation Number 8 of 2006 concerning Government Performance and Financial Reporting;

6. Government Regulation Number 39 of 2006 concerning Procedures for Monitoring and Evaluation of Development Plan Implementation;

7. Government Regulation Number 40 of 2006 concerning Procedures for Preparing National Development Plans;

8. Presidential Regulation Number 94 of 2006 concerning the Position, Duties, Functions, Organizational Structure, and Work Procedures of the Ministries of the

Republic of Indonesia;

9. Regulation of the Minister of Administrative and Bureaucratic Reform Number: PER/09/M.PAN/5/2007 concerning General Guidelines for the Determination of Key Performance Indicators in Government Agencies;

10. Presidential Regulation of the Republic of Indonesia Number 29 of 2014 concerning the Government Performance Accountability System;

11. Regulation of the Minister of Administrative and Bureaucratic Reform of the Republic of Indonesia Number 53 of 2014 concerning Technical Guidelines for Performance Agreements, Performance Reporting, and Review Procedures for Government Agency Performance Reports;

12. Decree of the Minister of Religious Affairs of the Republic of Indonesia Number 702 of 2016 concerning Implementation Guidelines for the Preparation, Determination, and Accountability Reporting of Performance in the Ministry of Religious Affairs;

13. Presidential Regulation Number 18 of 2020 concerning the National Medium-Term Development Plan for the years 2020-2024;

14. Regulation of the Minister of Religious Affairs Number 42 of 2016 concerning the Organization and Working Procedures of the Ministry of Religious Affairs;

15. Regulation of the Minister of Religious Affairs Number 18 of 2020 concerning the Strategic Plan of the Ministry of Religious Affairs for the years 2020-2024;

16. Regulation of the Minister of National Development Planning/Head of the National Development Planning Agency Number 5 of 2019 concerning Procedures for Preparing Strategic Plans for Ministries/Agencies for the years 2020-2024;

17. Decree of the Director General of Islamic Education Number 4475 of 2020 concerning the Strategic Plan of the Directorate General of Islamic Education for the years 2020-2024;

18. Rector's Decree of IAIN Salatiga Number: B-3013/In.21/HO.10.8/08/2020 concerning the Strategic Plan of IAIN Salatiga for the years 2020-2024.

CHAPTER II THE DEFINITION OF KEY PERFORMANCE INDICATOR

A.   Definition

Indonesia's Vision 2045 to become an advanced nation with the fifth-largest GDP in the world requires support from human resources with the knowledge and capabilities ready to compete internationally. Future national issues and job opportunities will no longer rely on natural resources but rather on the human capacity to work. Higher education institutions, as centers of knowledge, research, and community service, are required to focus more on realizing their performance targets. One of the keys to managing the performance of higher education institutions is through the Key Performance Indicators (KPI) of State Islamic Religious Higher Education Institutions (*Perguruan Tinggi Keagamaan Islam Negeri/PTKIN*).

The mandate of the National Medium-Term Development Plan for the period of 2020-2024 to the Ministry of Religious Affairs focuses on two National Priorities: 1) Improving Quality and Competitive Human Resources and 2) Mental Revolution and Cultural Development. Subsequently, the Ministry of Religious Affairs elaborates these into Priority Programs and Religious Development Goals for 2020-2024. The priority programs of the Ministry of Religious Affairs include: 1) Enhancing Equitable Access to Quality Education, 2) Increasing Productivity and Competitiveness, 3) Mental Revolution and Pancasila Ideology Development, 4) Strengthening Religious Moderation, and 5) Enhancing Literacy, Innovation, and Creativity. The objectives of religious development for 2020-2024 are: 1) Improving the quality of religious piety, 2) Strengthening religious moderation and harmony, 3) Providing equitable and fair religious services, 4) Enhancing institutional and economic resource empowerment, 5) Expanding access to general education with religious characteristics, religious education, and religious education institutions, 6) Improving the quality management and standards of general education with religious characteristics, religious education, and religious education institutions, and 7) Enhancing effective and accountable governance quality.

Considering the educational policy directions of the Ministry of Religious Affairs for 2020-2024 as outlined in the policy directions of the Strategic Plan of the Directorate General of Islamic Education for 2020-2024, and the Strategic Plan of UIN Salatiga for 2020-2024, the performance strategy is directed to realize the policy directions of UIN Salatiga for 2020-2024 to support the enhancement of access, quality, relevance, and

competitiveness of UIN Salatiga through: 1) increasing the content of religious moderation, literacy, education, and internalization of Islamic understanding at UIN Salatiga; 2) enhancing equitable access to education; 3) improving the quality of educational services; 4) enhancing the quality of infrastructure and facilities; 5) enhancing the professionalism, quality, and qualifications of lecturers and educational staff; 6) improving the quality of research results; 7) increasing relevance and competitiveness; and 8) improving institutional governance and gender mainstreaming.

In order to oversee the implementation of these eight policy directions, nine strategic objectives of UIN Salatiga have been formulated as outlined in the Strategic Plan of UIN Salatiga for 2020-2024, including: 1) Enhancing the content and character of Wasathiyah Islam (religious moderation), literacy, education, and internalization of Islamic understanding at UIN Salatiga; 2) Increasing equitable access to education at UIN Salatiga; 3) Enhancing the quality of educational services at UIN Salatiga; 4) Improving the quality of infrastructure and facilities at UIN Salatiga; 5) Enhancing the professionalism, quality, and qualifications of lecturers and educational staff at UIN Salatiga; 6) Improving the quality of research results at UIN Salatiga; 7) Increasing the relevance and competitiveness of UIN Salatiga; 8) Enhancing institutional governance and gender mainstreaming at UIN Salatiga; and 9) Support for educational management and other technical tasks.

To achieve these strategic objectives, UIN Salatiga needs to determine key performance indicators as part of the Government Agency Performance Accountability System. The KPI of UIN Salatiga is a measure of success for achieving UIN Salatiga's strategic goals and objectives. The KPI of UIN Salatiga is the most determining (strategic) indicator for the sustainability of the academic community of UIN Salatiga. The KPI of UIN Salatiga is determined annually from the many performance indicators of UIN Salatiga. Subsequently, the KPI is used for 1) medium-term planning; 2) annual planning; 3) preparation of performance determination documents; 4) performance accountability reporting; 5) institutional performance evaluation; and 6) monitoring and controlling the performance of program and activity implementation.

UIN Salatiga conducts performance analysis and evaluation considering the achievement of KPI to complement the information generated in performance measurement used for performance improvement and accountability enhancement. This performance analysis and evaluation are conducted periodically and simply by examining existing facts, whether constraints, obstacles, or other information. The

Rector of UIN Salatiga and the board need to provide guidance in the development and determination of KPI, both at the faculty, institution, or work unit levels within UIN Salatiga, as well as coordination for integrating the performance measurement system with other government administration systems, including planning, budgeting, implementation, administration, and accountability. The development and determination of KPI must adhere to the principles of caution, accuracy, openness, and transparency to produce reliable performance information. The determination of KPI is also based on inputs, outputs, outcomes, benefits, and impacts.

B. Criteria of KPI

The selection and determination of KPIs at UIN Salatiga involve stakeholders from the concerned government agency. The selection and determination of KPIs must consider the following:

1. Strategic Plan documents, general policies, and other relevant strategic documents;
2. Areas of authority, duties, functions, and other roles;
3. The need for performance information for performance accountability administration;
4. The need for government statistical data;
5. Common practices in specific fields and scientific developments

The selection and determination of KPIs must also meet the characteristics of good and adequate performance indicators for measuring the performance of the relevant organizational unit. These characteristics are known as SMART, which stands for:

1. *Specific*;

   Performance indicators must specifically refer to what will be measured, thus having a common perception.

2. *Measurable*;

   Performance indicators must be objectively measurable, whether quantitative or qualitative.

3. *Achievable*;

   The established performance indicators must have data that can be collected by the organization.

4. *Relevant*;

   Performance indicators must be measurement tools that closely depict

(success/failure) what will be measured.

5. *Timebond*.

Describing performance that can be achieved within a specific period. As much as possible, performance indicators should also be flexible in case of future changes.

CHAPTER III GENERAL OVERVIEW OF UIN SALATIGA

A. **Vision, Missions, and Objectives of UIN Salatiga**

1. Vision

   "Becoming a Reference for Islamic-Indonesian Studies for the Realization of a Dignified Peaceful Society By 2030"

2. Misions

   a. To provide education in various islamic disciplines based on indonesian values

   b. To conduct research in various Islamic disciplines to strengthen Indonesian values.

   c. To carry out community service based on research to strengthen Islamic-Indonesian values.

   d. To develop a campus culture that reflects Islamic-Indonesian values.

   e. To manage higher education professionally and accountably.

3. Objectives

   a. To develop the potential of students to become individuals who are faithful and devoted to God Almighty, possess noble character, are healthy, knowledgeable, capable, creative, independent, skilled, competent, and cultured for the benefit of the nation;

   b. To produce graduates who master branches of knowledge and/or technology based on Islamic sciences to meet national interests and enhance the nation's competitiveness;

   c. To generate knowledge and technology through research that considers and applies Islamic values for the benefit of national progress, as well as the advancement of civilization and the welfare of humanity;

   d. To realize community service based on Islamic sciences and beneficial research works to promote general welfare, enlighten the nation's life, and realize a dignified peaceful society.

B. **Main Duty and Functions**

   Based on the Regulation of the Minister of Religious Affairs No. 61 of 2017 concerning the Organization and Work Procedures of UIN Salatiga, the duty of UIN Salatiga is to provide academic and/or professional education programs, research, and

community service in the fields of Islamic religious knowledge and technology. In performing these duties, UIN Salatiga carries out the following functions:

a. Formulating and establishing vision, mission, policies, and program planning;

b. Implementing and carrying out the tridharma of higher education;

c. Conducting development of the academic community; and

d. Conducting administration, evaluation, and reporting.

C. Strategic Goals and Performance Targets of UIN Salatiga for 2023

The document used as a reference to determine the KPI of UIN Salatiga for 2023 is the program targets and target indicators of the Ministry of Religious Affairs, which are then used as a performance agreement between the Rector and the Director General of Islamic Education:

Table. 2.1 **Performance Agreement of UIN Salatiga for 2023**

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Baseline 2022	Target 2023
(1)	(2)	(3)	(4)	(5)	(6)
SP 5.1	Strengthening the higher education system with a moderate perspective **(SP.5.1)**	Average score of religious education course exams at UIN Salatiga with moderate religious content **(IKSP 5.1.1)**	Score	75	75
		Percentage of understanding of religious moderation among undergraduate students **(IKSP 5.1.2)**	Percent	18%	35%
SP.5.2	Increasing the quality and qualifications of lecturers and educational staff	Percentage of lecturers with educator certification **(IKSP 5.2.1)**	Percent	32%	38%
		Percentage of lecturers with Doctoral degree qualification **(IKSP 5.2.2)**	Percent	28%	29%
SP.5.3	Improving the quality standards and quality	Percentage of study programs accredited A or Excellent **(IKSP.5.3.1)**	Percent	28%	37%

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Baseline 2022	Target 2023
	assurance system				
SP.5.4	Improving the quality of UIN Salatiga with international reputation	Percentage increase of foreign students at UIN Salatiga (IKSP.5.4.2)	Percent	1%	1%
SP.5.5	Improving the quality of research utilization	Percentage of nationally accredited scientific journals (IKSP.5.5.1)	Percent	65%	70%
SP.5.6	Improving the quality of graduates accepted in the workforce	Average cumulative GPA of Bachelor's degree graduates of UIN Salatiga IKSP.5.6.2.a	Score	3,25	3,30
		Average cumulative GPA of Master's degree graduates of UIN Salatiga IKSP.5.6.2.b	Score	3,51	3,53
		Average cumulative GPA of Doctoral degree graduates of UIN Salatiga IKSP.5.6.2.c	Score	3,51	3,53
		Average waiting period for graduates before getting employed (IKSP.5.6.3)	Month	5,5 months	5,5 months
SP.4.1	Increasing student participation in educational units	Percentage increase of students at UIN Salatiga IKSP 4.1.1 (5)	Percent	5%	5%
SP.1.6	Improving the effective and accountable governance of	Percentage of follow-up on completed audit findings (IKSP 1.6.1)	Percent	100%	100%

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Baseline 2022	Target 2023
	UIN Salatiga				
		Score of Self-Evaluation of Bureaucratic Reform Implementation (IKSP 1.6.2)		71	72
		Score of the Government Performance Accountability System (IKSP 1.6.3)	Score	75	78
		Score of SPIP maturity (IKSP 1.6.4)	Score	3,5	3,7
		Score of Civil Servant Professionalism Indeks (IKSP 1.6.5)	Score	3,5	3,7
	Budget Performance Score: 95				

FUNDING SOURCES FOR 2023 PERFORMANCE TARGET OF UIN SALATIGA

No	Programs and Activities	Budget
1	Improvement of Access, Quality, Relevance, and Competitiveness of Islamic Higher Education	IDR 100.448.764.000,-
2	Management Support and Other Technical Services for Islamic Education	IDR 46.296.412.000,-
	TOTAL	**IDR 146.745.176.000,-**

No	Sources	Budget (IDR)
1	Indonesian Rupiah	IDR 72.671.399.000,-
2	Non-Tax State Revenue (PNBP)	IDR 74.073.777.000,-
3	P/HLN	-
4	HDN	-
5	SBSN	-
	TOTAL	IDR 146.745.176.000,-

CHAPTER IV THE DETERMINATION OF KEY PERFORMANCE INDICATORS FOR 2023

The determination of KPI for UIN Salatiga in 2023 refers to the annual performance indicators of the strategic goals outlined in the Strategic Plan document of UIN Salatiga for the period of 2020-2023. Furthermore, the KPI for UIN Salatiga in 2023 will be detailed into additional indicators, as follows:

KEY PERFORMANCE INDICATORS OF UIN SALATIGA FOR 2023

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Target 2022	Formulasi
(1)	(2)	(3)	(4)	(6)	
SP 5.1	Strengthening the higher education system with a moderate perspective (SP.5.1)	Average score of religious education course exams at UIN Salatiga with moderate religious content (IKSP 5.1.1)	Score	75	
		Percentage of understanding of religious moderation among undergraduate students (IKSP 5.1.2)	Percent	35%	
(SK.5.2 132.1)	Strengthening religious moderation content in religious courses	Percentage of PTKI students guided in religious moderation (IKSK.5.2132.1.1)	Percent	38%	
		Percentage of PTKI lecturers guided in religious moderation (IKSK.5.2132.1.2)	Percent	29%	
SP.5.2	Increasing the quality and	Percentage of lecturers with educator certification	Percent	37%	

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Target 2022	Formulasi
	qualifications of lecturers and educational staff	(IKSP 5.2.1)			
		Percentage of lecturers with Doctoral degree qualification (IKSP 5.2.2)	Percent	1%	
SK.5.2132.3	Improving the quality of educators and educational staff	Percentage of PTKI lecturers who receive competency improvement (IKSK.5.2132.3.1)	Percent	70%	
		Percentage of PTKI educational staff who receive competency enhancement (IKSK.5.2132.3.2)	Percent	3,30	
SK.5.2132.5	Increasing educational assistance for underprivileged, affirmative region, and talented students	Percentage of PTKI students receiving *PIP Kuliah/Bidikmisi* scholarships (IKSK.5.2132.5.1)	Percent	3,53	
		Percentage of PTKI students receiving PPA scholarships (IKSK.5.2132.5.2)	Percent	3,53	
		Percentage of PTKI students receiving Tahfidz scholarships in PTKI (IKSK.5.2132.5.3)	Percent	5,5 bulan	
		Percentage of PTKI students receiving *Afirmasi (UP4B)* scholarships (IKSK.5.2132.5.4)	Percent	5%	
		Number of foreign students in PTKI receiving scholarships (IKSK.5.2132.5.5)	Student	100%	
		Percentage of high-achieving PTKI master's graduates who immediately continue to doctoral studies	Percent	72	

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Target 2022	Formulasi
		(IKSK.5.2132.5.6)			
SK.5.21 32.7	Strengthening accreditation capacity and acceleration	Percentage of PTKI study programs implementing the *Kampus Merdeka* System **(IKSK.5.2132.7.2)**	Percent	78	
SK.5.21 32.8	Increasing the quality culture of education	Percentage of PTKI students participating in national or international competitions **(IKSK.5.2132.8.2)**	Percent	3,7	
		Percentage of PTKI lecturers serving as speakers at national or international conferences **(IKSK.5.2132.8.3)**	Percent	3,7	
SK.5.21 32.10	Strengthening financing and the effectiveness of educational budget utilization	Percentage of PNBP and PNBP-BLU budget in PTKN to all Educational Funding Sources **(IKSK.5.2132.10.2)**	Percent	40%	
		Percentage of increase in BOPTN budget allocation **(IKSK.5.2132.10.3)**	Percent		
SK.5.21 32.11	Increasing the quality of PTK to international standards	Percentage of PTKI study programs with International Accreditation Standards **(IKSK.5.2132.11.1)**	Percent	1%	
		Percentage of international collaborations followed up in education and teaching **(IKSK.5.2132.11.3)**	Percent	100%	
		Percentage of international collaborations followed up in research and publication **(IKSK.5.2132.11.4)**	Percent	60%	
		Percentage of international collaborations followed up	Percent	33%	

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Target 2022	Formulasi
		in community service (IKSK.5.2132.11.5)			
SK.5.21 32.12	Increasing the quality of PTK research outputs	Percentage of PTKI research outputs obtaining Intellectual Property Rights (IKSK.5.2132.12.1)	Percent	75%	
		Percentage of PTKI research outputs resulting in patents (IKSK.5.2132.12.2)	Percent	NA	
SK.5.21 32.13	Improving the quality of PTK graduates	Percentage of PTKI graduates graduating on time (IKSK.5.2132.13.1)	Percent	51%	
		Average length of study for PTKI students (IKSK.5.2132.13.2)	Year	4,5 tahun	
SP.5.3	Improving the quality standards and quality assurance system	Percentage of study programs accredited A or Excellent (IKSP.5.3.1)	Percent	28%	
SP.5.4	Improving the quality of UIN Salatiga with international reputation	Percentage increase of foreign students at UIN Salatiga (IKSP.5.4.2)	Percent	1%	
SP.5.5	Improving the quality of research utilization	Percentage of nationally accredited scientific journals (IKSP.5.5.1)	Percent	65%	
SP.5.6	Improving the quality of graduates accepted in the workforce	Average cumulative GPA of Bachelor's degree graduates of UIN Salatiga IKSP.5.6.2.a	Score	3,25	
		Average cumulative GPA of Master's degree graduates	Score	3,51	

CODE	Program/Activity Target	Program/Activity Target Indicators	Unit	Target 2022	Formulasi
		of UIN Salatiga (**IKSP.5.6.2.b**)			
		Average cumulative GPA of Doctoral degree graduates of UIN Salatiga **IKSP.5.6.2.c**	Score	3,51	
		Average waiting period for graduates before getting employed (**IKSP.5.6.3**)	Month	5,5 bulan	
SP.4.1	Increasing student participation in educational units	Percentage increase of students at UIN Salatiga **IKSP 4.1.1 (5)**	Percent	5%	
SP.1.6	Improving the effective and accountable governance of UIN Salatiga	Percentage of follow-up on completed audit findings (**IKSP 1.6.1**)	Percent	100%	
		Score of Self-Evaluation of Bureaucratic Reform Implementation (**IKSP 1.6.2**)			
		Score of the Government Performance Accountability System (**IKSP 1.6.3**)	Score	55	
		Score of SPIP maturity (**IKSP 1.6.4**)	Score	3,5	
		Score of the Government Performance Accountability System (**IKSP 1.6.3**)	Score	3,5	

CHAPTER V CLOSING

The determination of KPI at UIN Salatiga has been implemented to ensure that the information presented in the Performance Report serves as a parameter for the performance achievements outlined in the Strategic Plan and the Work Plan and Budget of Ministries/Agencies at UIN Salatiga's work units. Additionally, this is in accordance with the mandate of the Regulation of the Minister of Administrative and Bureaucratic Reform Number PER/09/M.PAN/5/2007, concerning General Guidelines for the Determination of KPIs, which states that government agencies are required to develop and determine KPI.

The KPI document of UIN Salatiga subsequently serves as a performance measurement reference used to determine the success of a goal and strategic objectives outlined in the Strategic Plan and the Work Plan and Budget of Ministries/Agencies of UIN Salatiga. Every board element at the structural organization levels of UIN Salatiga, including echelon IV, III, II, and I officials, must always be ready to carry out the mandate and be accountable for the performance achievements of the programs and activities established in the Strategic Plan and the Work Plan and Budget of Ministries/Agencies according to their positions and duties. Furthermore, monitoring, control, and evaluation must be continuously and sustainably conducted on the implementation of the plans outlined in the Strategic Plan and the Work Plan and Budget of Ministries/Agencies.

Salatiga,   January 2023
RECTOR,

ZAKIYUDDIN

Document of
Key Performance
Indicators
UIN Salatiga

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