

## A Study of Policy Implementation on Appreciation for Honor Students at the Faculty of Social Science and Political Science, Brawijaya University

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### Abstract

Public policy becomes a major highlight, with consideration that the presence of students is the core of policies of higher education institutions. Public policies regarding students also become the benchmark for student development as seen through activities of student achievement. The objective of this research is to examine the process of policy implementation for appreciation for honor students in the environment of the Faculty of Social Science and Political Science of Brawijaya University (FISIP UB). This research utilized the method of qualitative research, with data and information collection conducted through the techniques of interviews, documentation, and observation. The results of this research indicated that the implementation of policies for provision of appreciation can be seen through the various kinds of achievements that have been achieved by FISIP UB students and have been rewarded, by way of individual and group efforts, through participation in activities at the campus, provincial, national, and international levels. The objective of rewards is to provide motivation to students to be able to be more creative and spirited in making contributions to improve the image of the faculty. The process of implementing the provision of appreciation for students is also continuously performed to elicit maximum response from students. This is because student achievements, in addition to generating rewards in the form of money given to them or the provision of appreciation for honor students in the form of congratulations from the faculty to students through posts on the official social media channels of the faculty or banners containing information on achievements of students and personal characteristics, become examples and motivation for other students to achieve their own achievements. The conclusion of this research is that the policies can increase the creativity and spirit of students in attaining achievements and contributing to the faculty.

**Keywords:** Policy Implementation, Appreciation, Honor Students.

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### INTRODUCTION

Education is one of the indicators for the success of development of a country, because education is a process for the formation of qualified human resources (Mudyahardjo, 2013). Educational institutions are institutions that provide or organize services of education. Educational institutions are affirmed to possess the very important task of preparing reliable human resources (HR), for example for Higher Education Institutions. Reliable human resources are able to act as bringers of better change through the instilling of values and norms.

The role of higher education institutions is stated in Three Pillars of Higher Education, which

are education, research, and community service. Through the pillar of education, higher education institutions are expected to be able to shape and create skilled human resources who possess knowledge. The results of the education process will eventually be contributed to the people through the pillars of research and community service. The Three Pillars of Higher Education are expected to be able to trigger useful innovations for the development of the nation.

In addition to the above, there are still a number of important problems that are often categorized by policy experts as collective problems. These collective problems occur because of political, technical, administrative, and financial issues that are impossible to be resolved individually, but through collective action. At present, public policy becomes a major highlight, considering that the presence of students is the core of the policies of higher education institutions. Public policy regarding

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students also becomes the benchmark for the development of students, through their activities. Through public policy in the environment of higher education institutions, students possess limits and freedoms in executing activities in both academic and non-academic contexts.

The resulting success of a program that is included in a certain regulation can be seen as the benchmark of achievement through the implementation of a certain policy. According to Van Meter and Van Horn as quoted by Arif Rohman, the implementation of policies denotes the entirety of actions that are performed by individuals (officials) or groups, whether government or private, that are directed to the achievement of policy goals that had been determined beforehand. Here, "actions" refer to acts that are temporary efforts to transform decisions into operations, as well as continued efforts to achieve major and minor changes that are mandated by decisions of policies (Rohman, 2009).

This research has the objective to examine the implementation and implications of the policy applied by student services toward the various activities of students at the Faculty of Social Science and Political Science of Brawijaya University (FISIP UB) from 2017-2019. The reason for reviewing these specific years is to focus on the significance of success and failure of the implementation of policies in closer years, allowing the easy discovery of data and facts as valid analytical materials.

## **MATERIALS AND METHODS**

This research utilized the method of qualitative research. What is meant by qualitative research is a research that is intended to understand the phenomenon regarding what is experienced by a research subject in a holistic manner, and through descriptions in the form of words and language, for a certain specific context that is natural and with utilization of various scientific methods (Moleong, 2007: 6). The qualitative approach is utilized to obtain meaning. Meaning is the actual and certain data that represent specific values behind the apparent data (Sugiyono, 2010). The qualitative approach is a method that emphasizes more on the aspect of in-depth understanding of a certain issue rather than examining an issue in order to make a generalizing research. This research method is preferentially directed to the

technique of in-depth analysis, which is the examination of an issue on a case-by-case basis, because through qualitative methodology, it is certain that the nature of a certain issue will differ from the nature of another issue (Moleong, 2013).

This research utilized the case study approach. A case study is utilized as a strategy with a primary research question of "how" or "why" for an event, for which the researcher has only a very little chance or no chance at all to control the event that is to be researched, and the focus of the research is placed on contemporary (current) phenomena in the context of real life (Yin, 2015). It is this paradigm that is then utilized in research as a way of looking at phenomena in reality in order to be able to make sense of them with usage of the relevant theories. Management becomes the objective for looking at how processes and implications become the impact of the implementation of regulatory policies regarding appreciation for honor students in the environment of Brawijaya University, specifically in the Faculty of Social Science and Political Science.

## **Data Collection**

The execution of the examination technique was based on a number of specific criteria. There were four utilized criteria, which were the degrees of credibility, transferability, dependability, and confirmability. In this research, the technique utilized to establish the validity of the data was the technique with the criteria of transferability. Techniques of data collection are the most strategic steps for a research. One of the goals of research is to obtain data, and based on the data, the researcher can perform analysis, by which in the end the researcher will find the core issues of the problem in the formulation of the research problems. Without knowing the technique for data collection, a researcher will experience many difficulties in research and will not obtain the data that fulfill the standards for data that are required for the research (Kalean 2012: 99); thus, for this research, the techniques of data collection were observations, in-depth interviews, and documentation.

This process of interactive analysis can be represented in the form of a diagram, as in Figure 1.

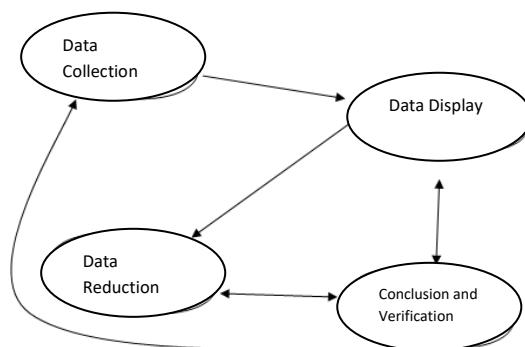


Figure 1. Componential Analysis of Data with the Interactive Model

## RESULTS AND DISCUSSION

Based on the analysis of data of policy regulations of the Dean of FISIP UB on the provision of appreciation for honor students and the results of analysis of an interview with one of the informants, who is part of the staff in the field of student affairs of FISIP UB, it was known that the types of achievements that may be rewarded may be categorized based on the type of competition, level, and value distribution.

There have been annual changes as renewal revisions of the regulations of the Dean regarding the provision of rewards for honor students, though these have not been significantly different. For example, the renewal of policy regulations in 2019 refers to existing regulations in 2018, but the renewal was only implemented to improve their quality in order that they may better apply. For instance, there was a difference in the values of the provided rewards, which were made to be higher than the previous year in order to elevate the spirits and improve the effectiveness of students in participating in competitions in order that they may attain greater achievements each year.

The objective of providing these rewards is to serve as appreciation for students who have attained achievements to increase the pride and spirit of students in the faculty, which will automatically increase the positive spirit of students for their participation in later competitions. The implementation of policies that provide rewards for honor students is also as a form of appreciation for students for greater attention; as such, the faculty does not only simply accept and do nothing for the achievements that students have attained, and

acts of giving appreciation to the students constitute a form of recognition by the faculty.

The organization of education in higher education institutions has the objective of creating qualified students who possess mastery of knowledge and technology, work ethics, and behaviors and attitudes of good character, and who act actively, creatively, and innovatively. This objective becomes something that is difficult to achieve because it is often impeded by various factors, as factors related to the students themselves and factors beyond students, specifically regarding the student services that are provided by the staff (Mahmud 2012: 57).

The execution of the policies, for them to be able to be accepted by students in the environment of FISIP UB, leads to several ways that concern how they should be applied, because essentially those policies have the objective to be implemented. Based on the results of an interview and its conclusions with an informant who participated in the creation of the policy for the provision of rewards to honor students, the creation of those policies considers the positions and roles that apply for honor students in the FISIP UB environment with the regulations that were established. This allows for the benchmark of the successful implementation of the policy regulations to be seen through the improvement of achievements that are attained by FISIP UB students.

The analysis of the implementation of values present in the regulations of the Dean of FISIP UB on the provision of appreciation for honor students is by examining the process and challenges. Then, after the process of implementation, this is followed by a discussion of the real application of the program on the

field, particularly in the environment of FISIP UB students, and of the impact of policy implementation toward the increase of achievements attained by students, by looking at the positions and roles of the people of relevant ranks in their execution. The results of the interviews that are displayed are the results of discussions with informants as well as analysis of data and documents related to the implementation of the policy regulations of the Council of FISIP UB, which are regulated in the dean regulations regarding the provision of appreciation for honor students.

The implementation of policy regulations of the Dean of FISIP UB, in relation to the provision of rewards or appreciation for honor students, possesses basic values as the references that become the basis for the creation of those regulations as the form of the policies that are applied in the environment of FISIP UB. For the emergence of the policy, based on quoting the results of the analysis of the interview with Vice-Dean III for student affairs, it can be concluded that the policy implementation for this provision of rewards is to support the spirit of students in increasing their creativity in various fields. With the implementation as can be seen presently, the matter then becomes how to increase the number of students who participate in various competitions that can support increased achievements in the environment of FISIP UB, which can support the accreditation of the faculty.

The following analysis is based on the theory of George C. Edward III (Indiahono, 2009), who stated that there are four variables that affect the success of policy implementation, which are communication, resources, disposition, and bureaucratic structure. The first is the factor of communication: the communication that is executed by the policy-executing organization in the environment of FISIP UB will certainly become a part of the execution process for policy implementation, in order that students may be able to accept the policies not simply as pieces of information, but as policies that students can then follow to achieve the objectives of their implementation. Based on the progression of this theory, the results of analysis were obtained based on the four variables mentioned by Edward III and the real situation that occurs in the field, in that in the environment of FISIP UB, it can be seen that the provision of information becomes the performed communication for the delivery of policies that apply for their objectives.

The delivery may be conducted directly or through an intermediary such as social media, related agencies or divisions, and others. When the information has been delivered, there will certainly be effects and intents.

The policy implementation in the provision of appreciation can be seen in the various kinds of achievements that have been rewarded and have been achieved by students of FISIP UB, through activities involving individual and group efforts, with participation at the campus, provincial, national, and international levels. The objective of providing rewards is to give motivation to students to allow them to be more creative, and to become a form of appreciation and respect for students who have contributed to improve the image of the faculty. This is because without rewards, an apathetic attitude will emerge among students, reducing their spirit of contributing to attain achievements in various competitions.

The above findings were taken from the conducted research through the synthesis of information from informants, documents, and supporting data, and shows the answers for the research problem through the analysis of discussions of related issues that highlight the problem. The result is that there are various implications for the implementation of policies in the area of student affairs regarding rewards for honor students in the environment of the Faculty of Social Science and Political Science of Brawijaya University (FISIP UB).

The implementation of values within the implementation of policies for appreciation for honor students is examined through analyzing the process and its challenges, which allows to see the results of policy implementation as the resulting effects of the issues that are raised for the purpose of conducting this research. Following the process of implementation, the discussions of the real implications of the policies toward the role of student services and the associated people toward the increased number of achievements attained by FISIP UB students become relevant. Here, what becomes relevant are the results of interviews and discussions with informants and the analysis of data and documents regarding the implementation of policies and the roles of aides in the field of student affairs as the form of implementation of tasks and responsibility to achieve the targets and objectives of the academic institution.

James E. Anderson as quoted by Islamy (2009: 17) stated that policy is "a purposive course of

action followed by an actor or set of actors in dealing with a problem or matter of concern”, or a series of actions with certain goals that are adhered to and executed by one or more actors to resolve certain issues. The policy concept that is offered by Anderson, according to Budi Winarno (2012: 18), is considered to be more appropriate because it focuses attention on what is actually conducted and not on what is suggested or intended. In addition, the concept also firmly differentiates between policy and decision, which denotes a selection among the various alternatives that exist.

According to Merilee S. Grindle in Subarsono (2006: 93), the location of decision-making will reveal whether a program has been appropriately located or not. The making of decisions for a policy plays an important role in the execution of a policy. A specific policy is created certainly because of a background that becomes its influence. Question items on a questionnaire reveal this location of decision-making through questions that address what needs must be fulfilled and how they are to be fulfilled to support increased achievements and thus support the effectiveness of students in the environment of FISIP UB in order to develop their interests and talents to improve the reputation of the University at both the national and international levels.

For the success of a program included within a regulation, its results can be seen as the benchmark for the level of achievement through policy implementation. According to Van Meter and Van Horn in Arif Rohman, policy implementation refers to all actions conducted by government or private individuals (officials) or groups directed to the achievement of predetermined policy objectives. The actions refer to efforts that may be temporary for putting decisions into operations, or continued for achieving both small and large changes as outlined by policy decisions (Rohman, 2009).

## **CONCLUSION**

According to the theory of George C. Edward III (Indiahono, 2009), there are four variables affecting the success of policy implementation: communication, resources, disposition, and bureaucratic structure. The primary factor here is the factor of communication, as the communication executed by the policy-executing organization in the environment of FISIP UB becomes a part of the execution process for policy implementation that may be accepted by

students, not merely as information but as policies that students can follow for achieving the objective of the implementation of those policies.

For the policy of the Dean of FISIP UB on providing appreciation to honor students, by the results of analyzing an interview with one of the informants who is a staff member for FISIP UB, it was known that the types of achievements for which rewards may be given may be categorized according to the type of competition, level, and value distribution. It is also known that regarding the levels of the competitions, students of FISIP UB have been able to attain achievements in all levels from local to international.

The aim of providing these rewards is to present appreciation to students who have attained achievements in order to foster pride and spirit among students in the faculty, and this will automatically imbue students with a greater positive spirit in order to participate in later competitions. The implementation of policies providing rewards for honor students is also to provide appreciation to students in order to pay further attention to them, and in this way the faculty does not merely accept the achievements attained by students and do nothing for them, but instead provides appreciation to the students in order to provide a form of recognition.

## **SUGGESTIONS**

A suggestion based on the results of analysis and discovery of student interests, particularly for the university and specifically the faculty, regards the policy of providing rewards based on value. For this matter, it is necessary to consider the value of funding given to students, in particular to pay attention to student proposals for their participation in competitions, in order for the students to receive funding equivalent to their efforts.

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