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Key Performance Indicators (KPI)

Key Performance Indicators (KPI) are used to plan and measure the performance of each Work Unit, which will be evaluated periodically to ensure the achievement of all targets and the adherence to the strategic objectives of Unika Atma Jaya.

Period:	January 1 2021 – December 31 2021
Work Unit	Faculty of Law

No	Key Performance Indicator	Metric	Target	Weight
1	New students	The number of new students enrolled in 2021	S1: 250, S2: 30	25%
2	Student satisfaction	Lecturer feedback Score	A score of 3,2 out of 4	10%
3	Academic innovation	Implementation of relevant curriculum (MBKM, fast track, and/or other updates)	All study programs	15%
4	Research output	The number of reputable international scientific publications	8	15%
5	Cost control	Ratio of cost (exclusive of salary) to revenue of the faculty	6,45%	15%
6	Academic position	The number of lecturers promoted to functional positions	5	20%


All parties who sign this document shall hereby declare their agreement with the KPI Contract table and their commitment to being responsible for the achievements which will be monitored periodically and evaluated in the end of 2021.

(Jakarta, January 19 2021)

(Dr. Asmin Fransiska)*
(Dean of Faculty of Law)

(J.J.D.B. Sardadi Sambada, M.Hum.)
(Vice Dean of Faculty of Law)

(Dr. A. Prasetyantoko)*
Rector

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Attachment: KPI Construction of Faculty of Law (FH) Deanery

1. Dean of FH

No	Key Performance Indicator	Metric	Target	Weight
1	New Students	The number of new students enrolled in 2021	S1: 250 S2: 30	25%
2	National Accreditation	The preparation/compilation of Study Program Performance Report, Self-Evaluation Report	All Study Programs	25%
3	External Networking	The number of MOA partnerships for internship, student exchange, research and community service	3	20%
4	Student Mobility	The number of inbound students	21	5%
5	Student Mobility	The number of outbound students	21	5%
6	Cost Control	Ratio of cost (exclusive of salary) to revenue of the faculty	6,45%	20%

2. Vice Dean of FH

No	Key Performance Indicator	Metric	Target	Weight
1	Student satisfaction	Lecturer feedback Score	3,2 out of 4	20%
2	Lecturer mobility	The number of international inbound lecturers	1	7,50%
3	Lecturer mobility	The number of international outbound lecturers	1	7,50%
4	P2M productivity	The number of faculty research outputs	17	7,50%
5	P2M productivity	The number of faculty community service outputs	20	7,50%
6	Research output	The number of reputable international scientific publications	8	20%
7	Academic position	The number of lecturers promoted to functional positions	5	30%


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3. Head of Finance and Administration Bureau of FH

No	Key Performance Indicator	Metric	Target	Weight
1	System Effectiveness	Adherence to regulations and operational procedures	No findings	30%
2	Cost Control	Ratio of cost (exclusive of salary) to revenue of the faculty	6,45%	30%
3	Administrative service quality	Customer Satisfaction Index	A score of 2,88 out of 4	25%
4	Employee Engagement	Improvement in Employee Engagement	10%	15%

4. Head of Student Affairs and Alumni Bureau of FH

No	Key Performance Indicator	Metric	Target	Weight
1	Student Mobility	The number of inbound students	21	10%
2	Student Mobility	The number of outbound students	21	10%
3	Student Achievement	The number of Student Creativity Program proposals submitted	10	20%
4	Student Entrepreneurship	The number of start-ups	5	15%
5	Graduate Quality (Employability)	The number of students with skill certificates (hard/soft skills) outside the main competence	15	15%
6	Alumni Engagement	The number of S1 tracer study respondents	63%	15%
7	Alumni Engagement	The number of alumni who become guest lecturers, assistants, and speakers	15	15%


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5. Head of Bachelor of Law Study Program

No	Key Performance Indicator	Metric	Target	Weight
1	Graduate quality	Average GPA of graduates	325	20%
2	Graduate quality		55%	20%
3	Academic innovation	Implementation of relevant curriculum (MBKM, fast track, and/or other updates)	Curriculum SK	30%
4	Validity of Academic Quality	The number of entrance exam registrants	850	IKT
5	National Accreditation	Self-Evaluation Report (LKPT)	Done	30%

6. Secretary of Bachelor of Law Study Program

No	Key Performance Indicator	Metric	Target	Weight
1	Academic Innovation	Implementation of relevant curriculum (MBKM, fast track, and/or other updates)	RPS, Scoring Rubric Done	40%
2	National Accreditation	Study Program performance report	Done	40%
3	Appeal	Study Program content on Unika website	1 per month	20%

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7. Head of Master of Law Study Program

No	Key Performance Indicator	Metric	Target	Weight
1	Graduate quality	Average GPA of graduates	3,6	17,5%
2	Graduate quality	Students graduating on time	50%	17,5%
3	Academic innovation	Implementation of relevant curriculum (MBKM, fast track, and/or other updates)	Curriculum SK	30%
4	Validity of Academic Quality	The number of entrance exam registrants	50	IKT
5	National Accreditation	Self-Evaluation Report (LKPT)	Done	30%
6	Appeal	Study Program content on Unika website	1 per month	5%

8. Coordinator of Research and Community Service of FH

No	Key Performance Indicator	Metric	Target	Weight
1	P2M External Fund	Research proposals sent to DRPM and/or the number of studies funded by international parties (min. Rp300 million)	3	35%
2	P2M External Fund	Community Service proposals with grants from Ristek that are submitted	1	25%
3	System Effectiveness	Validation of P2M Database on ARMS and EWS LLDikti	100%	40%