



UNIVERSITAS KATOLIK INDONESIA
ATMA JAYA
Tepercaya Kualitas Lulusannya



PERFORMANCE REPORT

Faculty of Law

Quarter 1

Faculty of Law KPI

No	KPI	Metric	Target
1	Relevant Curriculum: Kampus Merdeka	The number of UAJ students participating in MBKM programs outside the campus	25
2	Relevant Curriculum: Kampus Merdeka	The number of external students participating in the MBKM program at Unika Atma Jaya	25
3	National Accreditation	LKPS and LED compiled by the study program	100%
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10
6	Customer Acquisition	The number of active new students in Batch 2022	S1 250, S2 30
7	Internationalization	AQAS Accreditation	100%
8	International Mobility	Partnerships with world-class partners	1
9	KUPP	Employee Engagement Index	10%

KPI Achievement Q1 2022

No	Key Performance Index	Metric	Target	Actual Q1	A/T Q1
1	Relevant Curriculum: Kampus Merdeka	The number of UAJ students participating in MBKM programs outside the campus	25	12 students (4 intern students + 8 exchange students)	40%
2	Relevant Curriculum: Kampus Merdeka	The number of external students participating in the MBKM program at Unika Atma Jaya	25	0	0%
3	National Accreditation	LKPS and LED compiled by the study program	100%	S1: LED + LKPS submitted S2: in writing process	50%
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10	Acicis: 49 students from the LPP Program	100%
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	0	0%
6	Customer Acquisition	The number of active new students in Batch 2022	S1 250, S2 30	Confirmed Total: S1: 108 S2: 18	S1: 39% S2: 50%
7	Internationalization	AQAS Accreditation	100%	Translation of Curriculum and Application Input	10%
8	International Mobility	Partnerships with world-class partners	1	0	0%
9	KUPP	Employee Engagement Index	10%	0	0%

Problem Identification & Corrective Action

No	Problem Identification	Corrective Action	Timeline	P.I.C.	Follow Up
1	MBKM Program will resume in the Odd Semester	Contacting MBKM program partners before the start of the semester/program	April	Head of Study Program & Dean	
2	New Bachelor of Law Students	Promotion and collaboration with the Marketing Team	April- Juli	Dean and Marketing	
3	Outbound Mobility of FH UAJ Students	Collaboration with IO to socialize the information about the programs to students		Head of Student Affairs Bureau and Dean	
4					
5					
6					

** Follow-up: PICA of the previous month shall be presented and evaluated in the next month*

What is PICA & When to Prepare It?

PICA stands for Problem Identification Corrective Action, which can be defined as follows:

- Problem Identification refers to the identification of problems that cause the Plan not to Do well or to deviate, which can potentially result in failure to achieve the expected Target and Objectives.
- Problem Identification shall take into account several relevant aspects, both internal and external
- For example, you can carry out problem identification concerning the student intake, which only reached 60% of the Target



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PERFORMANCE REPORT

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Quarter 2

KPI Achievement Q2 2022 - Dean

No	Key Performance Index	Metric	Target	Actual Q2	AT Q2	Notes
1	Relevant Curriculum: Kampus Merdeka	The number of UAJ students participating in MBKM programs outside the campus	25	12	48%	Even Semester 2021/2022 = 12 students (2 from MSIB, 2 from FHCI BUMN, 8 exchange students). Odd Semester 2022/2023 in enrollment and selection process
2	Relevant Curriculum: Kampus Merdeka	The number of external students participating in the MBKM program at Unika Atma Jaya	25	0	0	Even Semester 2021/2022 = 0. Odd Semester 2022/2023: plans of students being sent from partner universities
3	National Accreditation	LKPS and LED compiled by the study program	100%	S1: LKPS & LED S2: LKPS	S1 80% S2 60%	S2: LKPS 24 out of 36 tables are ready, LED draft. Target: submitted in Q3. S1= LKPS and LED with TS 2020/2021 has been sent to LPM, but TS 2021/2022 needs to be updated.
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10	0	0	S1 has no inbound students
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	2	20%	S1 has 2 outbound students: Elvina Mayang to the Netherlands - Erasmus+ period 4 -15 July 2022; Sabella Clara - IISMA Program to Boston University (Odd Semester 2022/2023)
6	Customer Acquisition	The number of active new students in Batch 2022	S1 250, S2 30	S2 25 S1 140 confirmed	S1: 51% S2: 69%	Wave 6 not confirmed and not including Fast Track target 13>=
7	Internationalization	AQAS Accreditation	100%	Curriculum translated and OBE evaluated	20%	S2 Curriculum in English. SAR draft S2 Curriculum in English. SAR draft
8	International Mobility	Partnerships with world-class partners	1	1	100%	Partnership with Radboud

KPI Achievement Q2 2022 – Vice Dean

No	KPI	Metric	Target	Actual Q2	A/T Q2	Notes
1	Research Output	The number of reputable international scientific publications	5	0		3 submissions
2	Community Service Output	Publications in community service journals	5	0		1 submission
3	International Mobility	The number of outbound lecturers to foreign universities	1	1	100%	Joint program with IO: Partnership with Monash University
4	International Mobility	The number of international inbound lecturers	1	1	100%	Joint program with IO: Partnership with Monash University
5	International Mobility	The number of international outbound lecturers	1	0		
6	KUPP	Employee engagement index	10%	N/A		The KUPP survey's response rate at FH is 71%
7	Talent Management	The number of academic promotions of lecturers in 2022 as noted in the SK year.	5	0		

KPI Achievement Q2 2022

Head of Finance and Administration

No	KPI	Metric	Target	Actual Q2	A/T Q2	Notes
1	Effective Process	The unit's <i>service-level agreement</i>	1	1	50%	Finance SLA draft is still in its finalization process.
2	Customer Satisfaction	Customer satisfaction index	3,0	N/A	N/A	No data from LPM
3	Effective Process	No major findings during internal quality audit	1	N/A	N/A	Internal quality audit not conducted
4	KUPP	Employee engagement index	10%	N/A	N/A	The KUPP survey's response rate at FH is 71%

KPI Achievement Q2 2022

Head of Student Affairs and Alumni

No	KPI	Metric	Target	Actual Q2	A/T Q2	Notes
1	Alumni Partnership	The number of students joining internships referred by alumni	30	7	23%	
2	Student Achievement	The number of national and international achievements with at least the 3 rd position	5	0	0%	
3	Graduate Quality	Actu	70%	0	0%	Tracer Study not conducted
4	International Mobility	The number of inbound students from foreign universities (PTLN)	20 inbound	0	0%	
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10 outbound	2	20%	Sabella Clara Yandinata - Boston University (IISMA Program); Elvina Fardila - Radbound University (Erasmus +)
6	Student Achievement	The number of Student Creativity Program (PKM) proposals submitted	15	0	0%	Lack of interest among FH students to submit PKM proposals
7	Student Achievement – Entrepreneurship	The number of start-ups with assistance from AJIB	5	2	40%	Some students with startups but not with assistance from AJIB
8	Alumni Partnership	The number of alumni who become teachers/instructors	30	17	56%	

Problem Identification & Corrective Action

No	Problem Identification	Corrective Action	Timeline	P.I.C.	Follow Up
1	New Student Candidates	Creating a promotion team in collaboration with Alumni and the Marketing Bureau	June – August	Dean and Promotion Team	Promotion materials available and ready to be distributed, followed by collaboration with Marketing Bureau.
2	International Mobility (Lecturers and Students)	Socialization of IO activities to increase the number of inbound/outbound students and boost lecturers' involvement in collaborative activities with IO International seminars with IFAR-FH and INLU (the Embassy of the Netherlands)	September - October	Dean and Head of Study Program	Follow-up on the activity with IO (NUNI) and assistance to two foreign students in the Law program in Even Semester 2022/2023. Preparation of the International Seminars from IFAR-FH and INLU
3	Scientific Publication	International Seminars	September – October	Dean	2 articles in submission process and the preparation of International Seminars focusing on workshops for scholarly publication in reputable journals.

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PERFORMANCE REPORT

Faculty of Law

Quarter 3

KPI Achievement Q3 2022 - Dean

No	Key Performance Index	Metric	Target	Actual Q3	A/T Q3	Notes
1	Relevant Curriculum: Kampus Merdeka	The number of UAJ students participating in MBKM programs outside the campus	25	51	204%	Even Semester 2021/2022 = 12 students (2 from MSIB, 2 from FHCI BUMN, 8 exchange students). Odd Semester 2022/2023 = 39 exchange students. Details: 10 PKK M Exchange, 1 PMM2, 3 Prasmul, 4 Cross-Program at UAJ, 21 PKK M Internship
2	Relevant Curriculum: Kampus Merdeka	The number of external students participating in the MBKM program at Unika Atma Jaya	25	53	212%	Even Semester 2021/2022 = 0. Odd Semester 2022/2023: 53 students from the PMM2 program take courses at the Law Study Program
3	National Accreditation	LKPS and LED compiled by the study program	100%	50%	50%	FIBAA: SAR Draft done – currently in review desks of both internal and external reviews. The Curriculum Summary sent to LPM
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10	6	60%	S1 = 2 students from Taiwan (cooperation with International Office) and 4 LPP
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	5	50%	S1 has some outbound students: Elvina Mayang to the Netherlands - Erasmus+ period 4 -15 July 2022; Sabella Clara - IISMA Program to Boston University (Odd Semester 2022/2023) David, Myvidelma Zefania, Nindya Arnika sent to the University of Economics and Law, Vietnam National University Ho Chi Minh (August 29 - September 2022)
6	Customer Acquisition	The number of active new students in Batch 2022	S1 250, S2 30	S1 = 218 S2: 31	S1 = 87.2% S2: 103%	S1= 218 students S2: 25 Regular Students, 4 Timor Lester, 2 Fast Track
7	Internationalization	AQAS Accreditation	100%	50%		FIBAA SAR done and submitted for reviews from external reviews
8	International Mobility	Partnerships with world-class partners	1			Draft MoU Draft sent.
9	KUPP	Employee engagement index	10%			

KPI Achievement Q3 2022 – Vice Dean

No	KPI	Metric	Target	Actual Q3	A/T Q3	Notes
1	Research Output	The number of reputable international scientific publications	5	1	20%	The rescheduling of the international conference with IFAR to December
2	Community Service Output	Publications in community service journals	5	1	20%	
3	International Mobility	The number of outbound lecturers to foreign universities	1	3	300%	Collaborative program with IO: partnership with Monash University and Outbound program for students to Vietnam Teaching at Tarlac University in the Philippines
4	International Mobility	The number of international inbound lecturers	1	2	200%	Collaborative programs with IO: Partnership with Monash University, Ateneo de Davao University, the Philippines.
5	International Mobility	The number of international outbound lecturers	1	4	400%	Asmin, Siradj, Indri, Putri
6	KUPP	Employee engagement index	10%	N/A		The KUPP survey's response rate at FH is 71%
7	Talent Management	The number of academic promotions of lecturers in 2022 as noted in the SK year.	5	0		

KPI Achievement Q3 2022

Head of Finance and Administration

No	KPI	Metric	Target	Actual Q3	A/T Q3	Notes
1	Effective Process	The unit's <i>service-level agreement</i>	1	1	100%	SLA verified and sent to BSDM
2	Customer Satisfaction	Customer satisfaction index	3,0	0	0	No data from LPM
3	Effective Process	No major findings during internal quality audit	1	1	100%	No major findings in the internal quality audit
4	KUPP	Employee engagement index	10%	71%	700%	The KUPP survey's response rate at FH in 2022 is 71%

KPI Achievement Q3 2022

Head of Student Affairs and Alumni

No	KPI	Metric	Target	Actual Q3	A/T Q3	Notes
1	Alumni Partnership	The number of students joining internships referred by alumni	30	17	23%	
2	Student Achievement	The number of national and international achievements with at least the 3 rd position	5	0	0%	Competitions will be held in the end of the year
3	Graduate Quality	The number of respondents in 2022 Tracer Study	70%	7%	10%	Ongoing – the selected surveyor did not approach the alumni in an effective way.
4	International Mobility	The number of inbound students from foreign universities (PTLN)	20	6	30%	LPP Program and 2 Taiwanese students
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	2	20%	Sabella Clara Yandinata - Boston University (IISMA Program); Elvina Fardila - Radboud University (Erasmus +)
6	Student Achievement	The number of Student Creativity Program (PKM) proposals submitted	15	0	0%	The lack of interest among FH students in submitting PKM proposals. In the future, a talent pool might be needed at the faculty.
7	Student Achievement – Entrepreneurship	The number of start-ups with assistance from AJIB	5	2	40%	Some students have startups but not with assistance from AJIB
8	Alumni Partnership	The number of alumni who become teachers/instructors	30	26	86,6%	

Problem Identification & Corrective Action

No	Problem Identification	Corrective Action	Timeline	P.I.C.	Follow Up
1	New Student Candidates	Creating a promotion team in collaboration with Alumni and the Marketing Bureau	December	Dean	The goal for S2 has been achieved, but the intake for Fast Track dropped compared to last year. More socialization is needed next year to eligible students.
2	International Mobility	Forging international partnership to carry out academic activities at FH UAJ	December	Dean	Partnership and MoU will be handled further with the Head of Student Affairs/Program Secretary working together with IO.
3	Scientific Publication	Conducting an international conference and ensuring the involvement of students and lecturers, as well as focusing on reputable international journals	December	Dean	Ensuring the participation of both lecturers and S2 students (in particular) Monitoring the submissions of publication by the Head of S2 Program

** Follow-up: PICA of the previous month shall be presented and evaluated in the next month*



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PERFORMANCE REPORT

Faculty of Law

Quarter 4

KEY PERFORMANCE INDEX

No	Key Performance Index	Metric	Target	Actual Q4	AT Q4	Notes
1	Relevant Curriculum: Kampus Merdeka	The number of UAJ students participating in MBKM programs outside the campus	25	52	208%	Even Semester 2021/2022 = 12 students (2 from MSIB, 2 from FHCI BUMN, 8 exchange students). Odd Semester 2022/2023 = 39 exchange students. Details: 10 PKK M Exchange, 1 PMM2, 3 Prasmul, 4 Cross-Program at UAJ, 21 PKK M Internship IISMA Exchange Program: 1 std..
2	Relevant Curriculum: Kampus Merdeka	The number of external students participating in the MBKM program at Unika Atma Jaya	25	53	212%	Even Semester 2021/2022 = 0. Odd Semester 2022/2023: 53 students from the PMM2 program take courses at the Law Study Program
3	National Accreditation	LKPS and LED compiled by the study program	100%	75%	75%	S1 program has submitted LKPS ad LED; S2 program has prepared the draft for LKPS and LED
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10	43	430%	S1 = 2 students from Taiwan (Collaboration with International Office) dan 38 LPP (summer & winter) S2: 2 MH students from Timor Leste
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	5	50%	David, Myvidelma Zefania, Nindya Arnika to University of Economics and Law, Vietnam National University Ho Chi Minh

CAPAIAN IKU FAKULTAS 2022

No	Key Performance Index	Metric	Target	Actual Q4	A/T Q4	Notes
6	Customer Acquisition	The number of active new students in Batch 2022	S1 250, S2 30	S1 = 218 S2: 31	S1 = 87.2% S2: 103%	S1= 218 students S2: 25 Regular Students, 4 Timor Leste, 2 Fast Track
7	Internationalization	AQAS Accreditation	100%	100%	100%	- Contract for FIBAA Accreditation - SAR Draft has been reviewed by three reviewers
8	International Mobility	Partnerships with world-class partners	1	100%	100%	MoU with Microsoft Cooperation
9	KUPP	Employee engagement index	10%	71%	700%	The KUPP survey's response rate at FH in 2022 is 71%

KPI Achievement Q4 2022 – Vice Dean

No	KPI	Metric	Target	Actual Q4	A/T Q4	Notes
1	Research Output	The number of reputable international scientific publications	5	1	20%	Asmin Fransiska
2	Community Service Output	Publications in community service journals	5	3	60%	Feronica, Marhaeni, Natalia Yeti
3	International Mobility	The number of outbound lecturers to foreign universities	1	5	500%	Prof. Supancana, Asmin, Siradj, Putri, Indri
4	International Mobility	The number of international inbound lecturers	1	6	500%	Collaborative programs with IO: Partnership with Monash University, Ateneo de Davao University, the Philippines.
5	International Mobility	The number of international outbound lecturers	1	5	500%	Prof. Supancana, Asmin, Siradj, Putri, Indri
6	KUPP	Employee engagement index	10%	17%	700%	The KUPP survey's response rate at FH is 71%
7	Talent Management	The number of academic promotions of lecturers in 2022 as noted in the SK year.	5	0	-	Currently in the final process, waiting for the documents concerning the university of origin

KPI Achievement Q4 2022

Head of Finance and Administration

No	IKU	Ukuran	Target	Aktual Q4	A/T Q4	Catatan
1	Effective Process	The unit's <i>service-level agreement</i>	1	4	400%	SLA verified and sent to BSDM
2	Customer Satisfaction	Customer satisfaction index	3,0	3,98	133%	Referring to the survey result concerning the student satisfaction in the financial and administrative service conducted by LPM
3	Effective Process	No major findings during internal quality audit	1	1	100%	No major findings in the internal quality audit
4	KUPP	Employee engagement index	10%	71%	700%	The KUPP survey's response rate at FH in 2022 is 71%

KPI Achievement Q4 2022

Head of Student Affairs and Alumni

No	KPI	Metric	Target	Actual Q4	A/T Q4	Notes
1	Alumni Partnership	The number of students joining internships referred by alumni	30	17	23%	
2	Student Achievement	The number of national and international achievements with at least the 3 rd position	5	0	0%	Competitions will be held in the end of the year
3	Graduate Quality	The number of respondents in 2022 Tracer Study	70%	7%	10%	Ongoing – the selected surveyor did not approach the alumni in an effective way.
4	International Mobility	The number of inbound students from foreign universities (PTLN)	10	43	430%	LPP Program and 2 Taiwanese students
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	5	50%	Sabella Clara Yandinata - Boston University (IISMA Program); Elvina Fardila - Radboud University (Erasmus +)
6	Student Achievement	The number of Student Creativity Program (PKM) proposals submitted	15	0	0%	The lack of interest among FH students in submitting PKM proposals. In the future, a talent pool might be needed at the faculty.
7	Student Achievement – Entrepreneurship	The number of start-ups with assistance from AJIB	5	2	40%	Some students have startups but not with assistance from AJIB
8	Alumni Partnership	The number of alumni who become teachers/instructors	30	26	86,6%	

Capaian IKU Q4 2022

Kabid Kemahasiswaan & Alumni

No	IKU	Ukuran	Target	Aktual Q4	A/T Q4	Catatan
1	Alumni Partnership	The number of students joining internships referred by alumni	30	17	23%	
2	Student Achievement	The number of national and international achievements with at least the 3 rd position	5	2	40%	Competitions will be held in the end of the year
3	Graduate Quality	The number of respondents in 2022 Tracer Study	70%	13.99%	13.99%	Ongoing – the selected surveyor did not approach the alumni in an effective way.
4	International Mobility	The number of inbound students from foreign universities (PTLN)	20	49	245%	LPP Program and 2 Taiwanese students
5	International Mobility	The number of outbound students to foreign universities (PTLN)	10	5	50%	Sabella Clara Yandinata - Boston University (IISMA Program); Elvina Fardila - Radboud University (Erasmus +)
6	Student Achievement	The number of Student Creativity Program (PKM) proposals submitted	15	0	0%	The lack of interest among FH students in submitting PKM proposals. In the future, a talent pool might be needed at the faculty.
7	Student Achievement – Entrepreneurship	The number of start-ups with assistance from AJIB	5	2	40%	Some students have startups but not with assistance from AJIB
8	Alumni Partnership	The number of alumni who become teachers/instructors	30	34	113%	

Problem Identification & Corrective Action

No	Problem Identification	Corrective Action	Timeline	P.I.C.	Follow Up
1	LKPS and LED, especially for the S2 program, had some inputting issues due to the writing difficulty among the Study Program	The action plan that will be carried out is to ensure that the writing started in 2022, continued to the end of January 2023, and finally some data updating and analysis in the next month.	December 2022	Asmin Fransiska	A team has been formed for this writing purposes, coordinated by the S2 program director
2	Outbound foreign students did not meet the target because of the pandemic that results in lack of mobility	More collaboration with IO is needed to attract foreign student to UAJ and UAJ students to foreign universities	December 2022	Asmin Fransiska	The foreign campus target should be mapped and executed in accordance with the work program.
3	The customer acquisition for S1 students experienced stagnancy. More efforts have been done to collaborate with the Marketing Bureau.	FH has established partnership with the Pariochal and some schools	December 2022	Asmin Fransiska	In 2023, another strategy that can be executed is through soft-marketing at SMA, such as mock trial at SMA, legal counseling with the parents (FH survey proved the role of parents in determining one choice.

** Follow-up: PICA of the previous month shall be presented and evaluated in the next month*