

PERFORMANCE INDICATORS

(1) The following example of performance indicators is taken from Indonesian academic website: <http://www.unhas.ac.id/~tpsdp/elektro/>

Table II-1 Main Indicators for performance targets presented in their frequency ranges

<i>Indicator</i>	<i>Baseline</i>	<i>Midterm</i>	<i>Final</i>
	(%)		
GPA			
<i>Percentage of graduates with GPA > 3.0</i>	40.79	46.50	50.00
<i>Percentage of graduates with GPA between 2.5 and 3.0</i>	56.35	52.50	49.50
<i>Percentage of graduates with GPA < 2.5</i>	2.86	1.00	0.50
TOEFL SCORE			
<i>Percentage of students with TOEFL score > 500</i>	5.53	16.60	37.80
<i>Percentage of students with TOEFL score between 400 and 500</i>	38.13	54.80	57.20
<i>Percentage of students with TOEFL score < 400</i>	56.34	28.60	5.00
LENGTH OF STUDY			
<i>Percentage of graduates with length of study > 5 years</i>	77.64	50.80	19.00
<i>Percentage of graduates with length of study between 4.5 and 5 years</i>	19.14	30.00	35.50
<i>Percentage of graduates with length of study < 4.5 years</i>	3.22	19.20	45.50
WAITING TIME FOR THE FIRST JOB			
<i>Percentage of graduates who waited for their first jobs within 6 months</i>	13.60	25.00	50.00
<i>Percentage of graduates who waited for their first jobs within 6 to 11 months</i>	51.20	45.00	40.00
<i>Percentage of graduates who waited for their first jobs for more than 11 months</i>	35.20	30.00	10.00
FIRST JOB MONTHLY SALARY			
<i>Percentage of graduates whose first job monthly salary > Rp. 1.2 millions</i>	7.20	45.00	70.00
<i>Percentage of graduates whose first job monthly salary between Rp. 0.6 and 1.2 millions</i>	50.40	35.00	20.00
<i>Percentage of graduates whose first job monthly salary < Rp. 0.6 millions</i>	42.40	20.00	10.00

Table II-2. Additional indicators for performance targets

<i>Indicator</i>	<i>Baseline</i>	<i>Midterm</i>	<i>Final</i>
<i>Ratio between applicants and admissions</i>	9.3%	9%	8%
<i>Average duration of completing skripsi</i>	9 months	8 months	6 months
<i>Average active students with GPA less than 2.5</i>	4.8%	4.6%	4.3%
<i>Average drop out students</i>	1.66%	1.60%	1.50%
<i>Productivity (Graduates/Population)</i>	11.08%	15.5%	17%
<i>Average teachers attendance at classroom</i>	85%	87%	90%

(2) The following are some ratios and indicators taken from UK publications:

Student/staff ratio¹:

Average ratio for 45 universities in 1986/87 was 7.8.

Students are taken as the total full-time equivalent student load (i.e. part-time students are included on a proportional basis).

Staff are the total full-time academic staff (i.e. part-time staff are excluded).

Non-completion rate¹:

Average rate for all UK universities at 1986 was 14.4%.

The rate was calculated for an entry cohort of 1980 with the assumption that after six years only a negligible number would have not completed their undergraduate studies.

The formula used was:

$$\frac{\{(\text{number of undergraduate entrants in 1980}) - (\text{Number of 1980 undergraduate entrants who had graduated by 1986})\}}{(\text{Number of undergraduate entrants in 1980})}$$

Space per student²:

For an institution the entire accommodation should have 10 square metres per student.

For a general teaching room there should be 2 square metres per student.

References:

¹ Johnes, J and Taylor, J (1990) *Performance Indicators in Higher Education* (The Society for Research into Higher Education & Open University Press: Buckingham, UK)

² Warner, D and Kelly, G (1994) *Managing Educational Property* (The Society for Research into Higher Education & Open University Press: Buckingham, UK)