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Analysis of the effect of the MBKM Internship Program and Certified Independent Study (MSIB) on university performance Universitas 17 Agustus 1945 Surabaya

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Abstract. Universitas 17 Agustus 1945 Surabaya as one of the leading private campuses in Indonesia has a high commitment to improving the quality of higher education. One of the efforts of the Universitas 17 Agustus 1945 Surabaya in improving the quality of higher education is through the development and improvement of every aspect of activities that refer to the Higher Education Main Performance Indicators (KPI) that have been set by the Ministry of Education and Culture. The activity program that refers to the Main Performance Indicators (IKU) is the Merdeka Learning Campus Merdeka (MBKM) activity program, which has been well implemented by the Universitas 17 Agustus 1945 Surabaya since 2019. However, in an effort to continuously improve the MBKM program, analysis is needed an in-depth look at readiness and the impact obtained at the level of study programs, faculties, and universities. One of the MBKM programs that refers to the KPI and needs to be analyzed is the Certified Independent Study & Internship MBKM program. On this basis, this study conducted an in-depth analysis of the readiness and impact of the MBKM Internship & Certified Independent Study program at the Universitas 17 Agustus 1945 Surabaya. Based on the results obtained, the level of readiness of the Universitas 17 Agustus 1945 Surabaya in supporting the MBKM program is quite good with an average percentage of readiness above 50%. In measuring the impact of MBKM, it is found that the MBKM policy, Internship Program and Independent Studies greatly affect the performance of the Universitas 17 Agustus 1945 Surabaya significantly with an impact effect of 75.4%.

Keywords. Independent Learning Independent Campus (MBKM), Certified Internship & Independent Studies, Universitas 17 Agustus 1945 Surabaya

Introduction

Universities as part of higher education institutions in Indonesia have an obligation to continuously improve quality. To that end, the Ministry of Education, Culture, Research, and Technology of the Republic of Indonesia through the Directorate General of Higher Education

establishes the quality standards of higher education. One of the quality standards of higher education that must be met by all universities in Indonesia, namely the Main Performance Indicators (IKU).(Tinggi, 2021)

The main performance indicators (KPI) are measures or performance indicators used in order to achieve the goals and targets that have been set. There are eight main performance indicators (IKU) of higher education that have been set by the Directorate General of Higher Education. These eight KPIs support the Merdeka Learning Campus Merdeka (MBKM) program which has been established by the government with activities, namely Student Exchange, Internships or Work Practices, Teaching Assistants in Education Units, Research or Research, Humanitarian Projects, Entrepreneurial Activities, Independent Studies or Projects, and Village Development or Thematic Real Work Lectures (KKNT).(Tinggi, 2020)

Universitas 17 Agustus 1945 Surabaya as one of the best private universities in Indonesia has an obligation to improve the quality of education by fulfilling every Key Performance Indicator (KPI) to the fullest. One of the efforts of the Universitas 17 Agustus 1945 Surabaya to improve the KPI is implementing the MBKM program which has been ongoing since 2019.

Although the Universitas 17 Agustus 1945 Surabaya has implemented the MBKM program well, the impact of the achievement of the MBKM (Independent Learning Curriculum) program has not been well measured. Thus, the Universitas 17 Agustus 1945 Surabaya, experienced problems in the decision-making process(Elsen Ronando, 2017) on the implementation of the MBKM (Independent Learning Curriculum) program and measuring the impact of the implementation of the MBKM (Independent Learning Curriculum)program on the performance of the University.

Several studies have been carried out to measure the impact of policies on the performance of an institution, among others(Riki Rifangga, 2018) have conducted research in order to analyze a policy that affects institutional performance using hypotheses based on descriptive and inferential analysis. The results obtained from these studies are good in predicting the influence of policies on performance.

Based on this, this study focuses on analyzing the readiness and impact of the MBKM program, particularly the Certified Universitas 17 Agustus 1945 Surabaya using descriptive and inferential analysis techniques. Thus, the results of this analysis can be used as a basis for policy makers at the Universitas 17 Agustus 1945 Surabaya in fulfilling the KPI (Key Performance Indicator) and improving the MBKM program.

2. Method

The following are the stages of the research method carried out as follows:(Taufiqur Rachman, Siti Mujanah, 2021)

2.1 Problem Identification

At this stage, identification of problems related to the Independent Learning Campus (MBKM) policy was carried out, particularly the Certified Independent Study and Internship (MSIB) at the Universitas 17 Agustus 1945 Surabaya. Based on the identification results, it is found that there is no tool that is able to properly measure the level of readiness and impact of the MBKM Internship and Certified Independent Studies program at the Universitas 17 Agustus 1945 Surabaya. Therefore, a device that is able to measure the performance of the Universitas 17 Agustus 1945 Surabaya is needed.

2.2. Collect Theories and Hypotheses

At this stage, a study of related literature is carried out to support the measurement of the level of readiness and impact of the MBKM Internship and Certified Independent Study (MSIB) program. This literature study is then used as a theoretical basis to identify the necessary variables in accordance with this research.

2.3 Variable Identification

At this stage, there are three stages carried out, namely identifying samples, designing models and developing research instruments.

Table 1. Research Sample

Responden	Total
Student	18
Lecturer	84
Education staff	144
Internship partner	4
Total	250

In the next stage, the variable model design was used to measure the impact of the MBKM Internship and Certified Independent Study program on the performance of the Universitas 17 Agustus 1945 Surabaya. Figure 1 shows the design of the conceptual model of the variables used in this study.

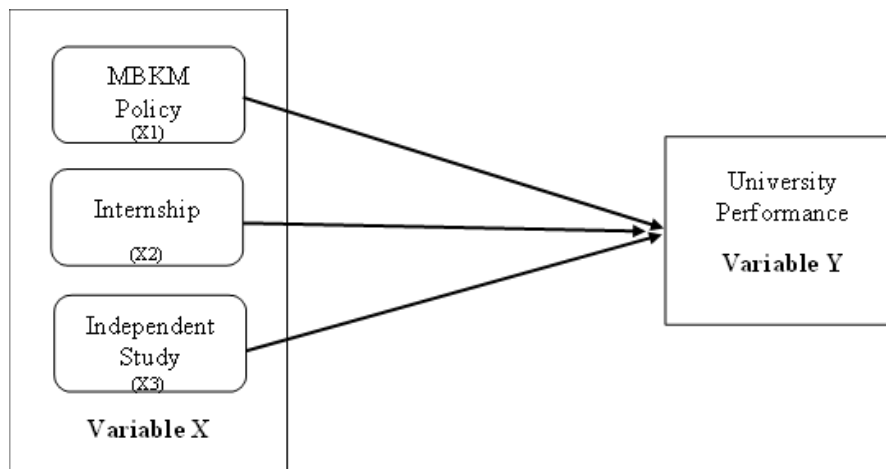


Figure 1. Variable Conceptual Model

Based on Figure 1, the variable X consists of three component variables, namely the MBKM Policy variable (X1), the Internship variable (X2), and the Independent Study variable (X3). Meanwhile, the Y variable is defined as a variable to measure the performance level of the University, especially the Universitas 17 Agustus 1945 Surabaya. This model is designed to measure the level of influence of variable X on variable Y.

At the instrument development stage, this study developed an instrument of 26 question items which illustrated each item on the X and Y variables in Table 2.

Table 2. Research Instrument

Variable	Number of Question
MBKM Policy (X1)	3
Internship (X2)	4
Independent Study (X3)	3
University Performance (Y)	16
Total	26

2.4. Data processing

At this stage, data processing is carried out to ensure the validity, reliability, and homogeneity of the research instruments used. This test was conducted on 20 respondents at the Universitas 17 Agustus 1945 Surabaya.

Validity test is used to measure whether or not the question instrument from the questionnaire used is valid (Umar et al., 2018). The results of the validity test on the MBKM Internship and Certified Independent Study (MSIB) program variables and the performance of the University obtained that 10 items of variable X and 16 items of variable Y have valid values because the average value of $r_{hitung} \geq r_{label}$ with $r_{label} = 0,4438$. Thus, 26 questions can be concluded as valid.

This study also measures the level of reliability (Yusup, 2018) of the instrument used. Table 3 shows the results of calculating the reliability value of the instrument.

Table 3. Rehabilitation Result Test

Variable	r_{xy}	$r_{label} 5\%$	Note
X	0,792	0,4438	Reliable
Y	0,777	0,4438	Reliable

Based on Table 3, it can be shown that the results of r_{xy} for all variables are greater than r_{table} for = 5%. Thus, it can be concluded that all of the question item variables for the MBKM Internship & Certified Independent Study program variable (X) and the university performance variable (Y) are stated to be all reliable and deserve to be trusted throughout the data.

Before testing the hypothesis, it is necessary to test the regression prerequisite, namely the homogeneity test. This homogeneity test aims to determine the differences between the two groups. The results of the homogeneity test (Usmedi, 2020) of this research instrument are shown in Table 4.

Table 4. Homogeneity Test Results

Levene Statistic	df1	df2	Sig
2,501	1	39	0,122

Based on Table 4, it can be shown that the result of the significance (Sig.) of the total variable on the X and Y variables is 0.122. Due to the value of Sig. $0.122 > 0.05$, it can be concluded that the variance of the total data on variables X and Y variables is the same or homogeneous.

Based on the data test that has been carried out, the instruments used in this study are suitable for use for the next stage of analysis.

2.5. Data analysis

At this stage, data analysis was carried out, data analysis techniques used in this study were descriptive analysis and inferential data analysis. The purpose of this descriptive analysis (Bella Harum Ashari, Berto Mulia Wibawa, 2017) is to calculate the percentage, the mean value of the data, the standard deviation, and other types of statistical calculations. Meanwhile, inferential data analysis (Andrian Eldanto, Genrawan Hoendarto, 2018) was used to measure the level of dependence of each variable on other variables based on the calculation of the hypothesis.

3. Results and Discussion

3.1. Readiness Analysis

This section discusses the readiness of the Universitas 17 Agustus 1945 Surabaya for the MBKM program. The data discussed in this section uses data from a survey conducted by the Ministry of Education, Culture, Research, and Technology of the Republic of Indonesia with students, lecturers, and education staff as respondents at the Universitas 17 Agustus 1945 Surabaya. The results of this analysis are described as follows:

- Regarding the socialization of MBKM policies, the results showed that the proportion of lecturers (20.77%) who knew the policy as a whole was higher than 11.39% students and students (10.32%). However, this proportion is still at a low level (below 50% of respondents). This is because internal information has not maximally supported efforts to introduce MBKM policies, successively assessed by: students (35.57%), lecturers (45.37%) and staff (30.60%). However, both lecturers (77.96%), students (73.19%) and staff (67.62%), actually had a good understanding of the existence of previous programs that were in accordance with the form of MBKM activities.

- Regarding the readiness of the MBKM program, the general readiness of the lecturers is good, including: involvement in curriculum preparation, willingness to become supervisors and readiness to recommend students to take part in the MBKM program, such as Internships. Likewise, the readiness of the staff has been quite good in supporting the implementation of MBKM activities. This is indicated by the percentage value of about 60% of lecturers who are ready for the MBKM program, while the rest of the education staff is 40%. With good preparation from lecturers and education staff for the MBKM program, students have an increased interest in MBKM with an interest percentage of 60%.

3.2. Data Descriptive Analysis

Descriptive analysis of data obtained through surveys distributed online from 22-24 December 2021 with 250 respondents. The proportion of respondents based on the data obtained during the questionnaire distribution was divided into data on students, lecturers, education staff, and partners who carried out the MBKM Internship & Certified Independent Study (MSIB) program which is completely illustrated in Table 1.

Of 250 respondents who participated in this study, the percentage of males is greater than that of females which is shown in Table 5.

Table 5. Frequency of Gender

Gender	Total	Percentage (%)
Man	143	57,2
Woman	107	42,8

Total	250	100
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Of the 250 respondents who participated in this study, the age ranges that filled out this survey are shown in Table 6.

Table 6. Frequency of Age Range

Age	Total	Percentage (%)
< 25	25	10
25-39	24	9,6
30-34	40	16
35-39	14	5,6
40-44	4	1,6
> 45	143	57,2
Total	250	100
25-39	24	9,6

Descriptive Statistics of this research data, which includes the amount of data, minimum, maximum, mean, standard deviation, skewness value, and kurtosis are shown in Table 7.

Table 7. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
						Statistic	Std. Error	Statistic	Std. Error
Usia	250	19	64	43,24	13,208	-0,301	0,154	-1,349	0,301
p1	250	1	5	4,42	0,741	-1,320	0,154	2,356	0,301
p2	250	1	5	4,39	0,754	-1,299	0,154	2,247	0,301
p3	250	1	5	4,29	0,805	-1,129	0,154	1,705	0,301
p4	250	1	5	4,46	0,734	-1,533	0,154	3,155	0,301
p5	250	1	5	4,39	0,726	-1,062	0,154	1,171	0,301
p6	250	1	5	4,42	0,719	-1,270	0,154	2,088	0,301
p7	250	2	5	4,33	0,738	-0,919	0,154	0,458	0,301
p8	250	2	5	4,26	0,684	-0,543	0,154	-0,158	0,301
p9	250	2	5	4,28	0,724	-0,737	0,154	0,150	0,301
p10	250	2	5	4,19	0,771	-0,602	0,154	-0,288	0,301
p11	250	1	5	4,02	0,948	-0,915	0,154	0,788	0,301
p12	250	1	5	3,97	0,946	-0,920	0,154	0,830	0,301
p13	250	1	5	4,39	0,759	-1,183	0,154	1,322	0,301
p14	250	1	5	4,34	0,781	-1,229	0,154	1,926	0,301
p15	250	1	5	4,32	0,802	-1,246	0,154	1,855	0,301
p16	250	1	5	4,22	0,790	-1,110	0,154	2,049	0,301
p17	250	1	5	4,30	0,803	-1,300	0,154	2,367	0,301
p18	250	1	5	4,42	0,731	-1,288	0,154	1,937	0,301
p19	250	2	5	4,29	0,687	-0,602	0,154	-0,137	0,301
p20	250	1	5	4,25	0,752	-0,844	0,154	0,819	0,301
p21	250	1	5	4,27	0,754	-1,006	0,154	1,647	0,301
p22	250	1	5	4,29	0,715	-0,886	0,154	1,232	0,301
p23	250	1	5	4,27	0,753	-0,885	0,154	0,872	0,301
p24	250	1	5	4,29	0,821	-1,378	0,154	2,707	0,301
p25	250	1	5	4,30	0,752	-1,137	0,154	2,066	0,301
p26	250	1	5	4,31	0,790	-1,248	0,154	2,288	0,301
Total	250	35,00	130,00	111,6800	15,60563	-1,169	0,154	2,716	0,301
Valid N (listwise)	250								

3.3. Inferential Data Analysis

This inferential data analysis was carried out by t-test and F-test, then hypothesis testing was carried out on the t-test and F-test.

The t test has the following criteria:

- If the significant value is < 0.05 or $t \text{ count} > t \text{ table}$, then there is an effect of variable X on Y
- If the significant value is > 0.05 or $t \text{ count} < t \text{ table}$, then there is no effect of variable X on variable Y.

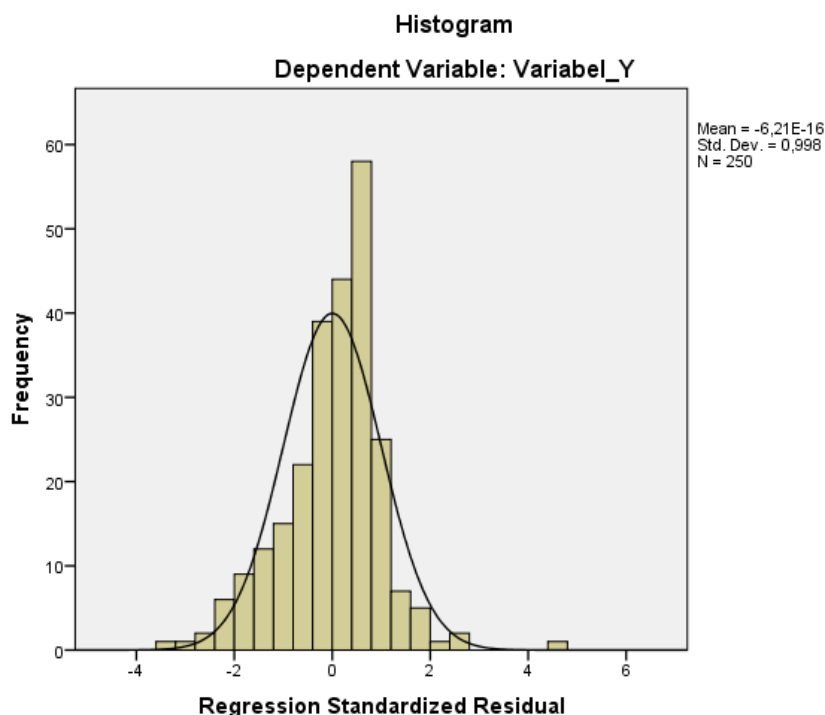
In this case the value of t table = $t(\alpha/2;n-K-1) = t(0.025;247)=1.9697$

The F test has the following criteria:

- If the significant value is < 0.05 or $F \text{ calculated} > F \text{ table}$, then there is a simultaneous effect of the X variable on the Y variable.
- If the significant value is > 0.05 or $F \text{ count} < F \text{ table}$, then there is no simultaneous effect of variable X on variable Y.

In this case the value of F table = $F(K;n-K) = F(2;248)=0.1246$

The t-test aims to show all the independent variables in the model that make a significant contribution to the dependent variable partially. Figure 2 below is the result of the t-test curve.



Based on Figure 2, the histogram pattern shows that it is normally distributed following a bell shape, although there are data outliers. although there are data that are slightly outlier. However, it can be concluded that the data are normally distributed in general.

Furthermore, hypothesis testing H1, H2, and H3 was carried out with the results of the t test. To calculate the hypothesis, a regression analysis is needed which aims to determine the size of the independent variable X, namely MBKM Policy (X1), Internship (X2), and Independent Studies (X3) on University performance (Y). The regression equation used is multiple regression which is shown in equation (1).

$$Y = +b_1X_1 + b_2X_2 + b_3X_3 \quad (1)$$

with

Y: dependent variable (university performance)

: constant

X₁, X₂, X₃ = independent variable (MBKM Policy, Internship, Independent Study)

H₁: there is an effect of the quality of MBKM policy (X₁) on university performance (Y) [10].

H₂: there is an effect of internship (X₂) on university performance (Y).

H₃: there is an effect of independent study (X₃) on university performance (Y).

To find out the regression equation, it is necessary to calculate the t test as shown in Table 8.

Table 8. t test results

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	7,601	2,238		3,396	,001
	Kebijakan_MBKM_X1	1,240	,280	,262	4,433	,000
	Magang_X2	1,496	,240	,388	6,244	,000
	Studi_Independen_X3	1,420	,305	,278	4,660	,000

a. Dependent Variable: Kinerja_Universitas_Y

Based on Table 8 above, in the *Unstandardized Coefficients* section, the regression equation $Y = (7,601) + 1,240X_1 + 1,496X_2 + 1,420X_3$ is obtained. The constant value of 7.601 shows that the positive influence of the independent variable increases, so the confidence variable will increase. For MBKM (X₁), Internship (X₂), and Independent Studies (X₃) policies have increased, the performance of the University (Y) will also increase.

Based on these results, it can be explained in detail that testing the H₁ hypothesis, namely the effect of X₁ on Y, is acceptable because it has a comparison value of $0.000 < 0.05$ and a t-count value of $4.433 > 1.9697$, and the percentage of H₁ = 124%. For testing the H₂ hypothesis, the effect of X₂ on Y is acceptable because it has a comparison value of $0.000 < 0.05$ and a t-count value of $6.244 > 1.9697$, and the percentage of H₂ = 149.6%. For testing the H₃ hypothesis, the effect of X₃ on Y is acceptable because it has a comparison value of $0.000 < 0.05$ and a t-count value of $4.660 > 1.9697$, and the percentage of H₃ = 142%.

Furthermore, hypothesis testing H₄ with the results of the F test, aims to determine the effect of variable X on variable Y simultaneously. To obtain these results, an F-Test or ANOVA (*Analysis of Variance*) was carried out. Table 9 shows the results of the F test.

Table 9. results of F test.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18512,797	3	6170,932	251,319	,000 ^b
	Residual	6040,327	246	24,554		
	Total	24553,124	249			

a. Dependent Variable: Kinerja_Universitas_Y

b. Predictors: (Constant), Studi_Independen_X3, Kebijakan_MBKM_X1, Magang_X2

Determine the effect of the independent variable on the dependent variable simultaneously, there are two events that must be carried out, namely looking at the significance value (Sig.). In the table the value of sig. listed at 0.000 below 0.05, it can easily be concluded that the MBKM, Internship, and Independent Study Policy variables have a joint effect on university performance. Then calculated based on the value of F, obtained a value of 251.319 > 0.1246 so it can be concluded that H4 is accepted which means that there is an effect of X1, X2, and X3 simultaneously on Y.

To strengthen the determination of the strong and significant impact of the independent variable on the dependent variable, it is necessary to calculate the value of the coefficient of determination (R²) obtained from the *summary* model on the results of the autocorrelation test. The following table 10 shows the value of R².

Table 10. Autocorrelation Test Results

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	,868 ^a	,754	,751	4,955	1,806

a. Predictors: (Constant), Studi_Independen_X3, Kebijakan_MBKM_X1, Magang_X2

b. Dependent Variable: Kinerja_Universitas_Y

Based on Table 10, the value of R² or R Square is 0.754 or 75.4%. This states that the effect of variables X1, X2, and X3 simultaneously on variable Y is 75.4%. In this study, the performance of the University is explained by 75% by MBKM, Internship, and Independent Studies policies, while 25% is explained by other variables outside the model.

4. Cover

4.1. Conclusion

In accordance with the results of the evaluation analysis, this study has the following conclusions:

1. The level of effectiveness of the MBKM program, specifically Internship and Certified Independent Studies (MSIB) on the performance of the Universitas 17 Agustus 1945 Surabaya is running effectively. This is due to the increasing socialization of policies on MBKM, Internships, and Certified Independent Studies causing the level of effectiveness of

university performance to also increase. The biggest indicator that influences this level of effectiveness is the MBKM policy.

2. Regarding the readiness of MBKM policies and implementation, the Universitas 17 Agustus 1945 Surabaya is ready to implement the MBKM program properly. This is shown from the results of a survey conducted for students, lecturers, and education staff with an average percentage of 60% in general are ready to take part in the MBKM program, especially Internships and Certified Independent Studies (MSIB).

3. Based on the results of the hypothesis, the results of the influence of the MBKM Policy, Internship, and Certified Independent Studies variable on the performance of universities, especially the Universitas 17 Agustus 1945 Surabaya simultaneously with a percentage of 75.4%.

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