

**PERANAN MONETARY REWARD DALAM MENINGKATKAN
KINERJA INTERNASIONALISASI TRI DHARMA: STUDI
FENOMENOLOGIS PADA AKADEMISI PERGURUAN TINGGI
SWASTA DI DAERAH ISTIMEWA YOGYAKARTA**

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INTISARI

Kinerja Tri Dharma Perguruan Tinggi adalah hal yang penting diperhatikan oleh akademisi perguruan tinggi swasta di Indonesia karena menjadi salah satu tolak ukur untuk menilai kinerja akademisi yaitu kinerja Tri Dharma dan selain itu *monetary reward* memiliki peranan penting untuk meningkatkan kinerja Tri Dharma. Salah satu program yang gencar dilakukan perguruan tinggi adalah internasionalisasi. Penelitian ini bertujuan melihat bagaimana pengalaman serta motivasi intrinsik dan ekstrinsik akademisi terkait peranan *Monetary Reward* dalam meningkatkan kinerja internasionalisasi Tri Dharma pada akademisi Perguruan Tinggi Swasta di Daerah Istimewa Yogyakarta. Menggunakan metode kualitatif dengan *purposive selection* dan tipikal dan wawancara secara mendalam sebanyak 9 informan berdasarkan klusterisasi perguruan tinggi, jabatan akademik, skor SINTA, H-index Scopus/WoS dan H-index google scholar. Dari hasil yang didapat pada penelitian ini memperlihatkan pengalaman akademisi dari klusterisasi mandiri lebih baik terlihat dari kualitas kinerja Tri Dharma yang dihasilkan banyak bereputasi dan terkait motivasi intrinsik dan ekstrinsik memperlihatkan informan melakukan Tri Dharma dengan maksimal walaupun terdapat beberapa informan yang terkesan termotivasi oleh dorongan/pemicu sedangkan untuk klusterisasi utama dan madya dapat dikatakan kualitas kinerja Tri Dharma yang dihasil cukup baik dan mekanisme reward yang diterapkan cukup baik hanya birokrasi dan sistem seleksi perlu dievaluasi. Dapat disimpulkan *monetary reward* memiliki peranan yang penting dalam meningkatkan kinerja Tri Dharma

Kata Kunci: *Monetary Reward*, Motivasi Intrinsik dan Ekstrinsik, Kinerja Internasionalisasi Tri Dharma & Mekanisme Reward

**THE ROLE OF MONETARY REWARDS IN IMPROVING THE
PERFORMANCE OF TRI DHARMA INTERNATIONALIZATION: A
PHENOMENOLOGICAL STUDY OF ACADEMICS AT PRIVATE
UNIVERSITIES IN SPECIAL REGION OF YOGYAKARTA**

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ABSTRACT

The performance of Tri Dharma Perguruan Tinggi is an essential thing to pay attention to by the academics of the private universities in Indonesia due to its role as one of the benchmarks to assess the academics' performance, besides, monetary reward also has its vital role to improve the performance of Tri Dharma. One of the programs that is massively held by the university is internalization. This research aims to view the experience as long as the intrinsic and extrinsic motivation of the academics related to the role of Monetary Reward in improving the performance of Tri Dharma Internalization in the academics of private universities in Daerah Istimewa Yogyakarta. The research applied qualitative method with purposive selection and typical and in-depth interview to nine participants according to the university clustering, academic position, SINTA score, H-index Scopus/WoS dan H-index google scholar. The results showed that the academics' experience from the independent clustering was better which was obviously seen from the quality of the Tri Dharma performance produced. The Tri Dharma produced were reputable and related to intrinsic and extrinsic motivation showing the participants conducting Tri Dharma maximally even though some participants seemed being motivated by a push or trigger meanwhile in the main and middle clustering, it could be stated that the quality of Tri Dharma produced is quite good and the reward mechanism implemented is good enough but the bureaucracy and evaluation system need to be evaluated. It could be concluded that monetary awards have an essential role in improving the performance of Tri Dharma.

Keywords: Monetary Reward, Intrinsic and Extrinsic Motivation, Internationalisation of Tri Dharma Performances & Reward Mechanism