

ABSTRAK

Penelitian ini mengkaji dinamika proses pencarian informasi dosen di Politeknik Pembangunan Pertanian (Polbangtan) Bogor dalam konteks pengembangan karier akademik. Menggunakan pendekatan kualitatif, data dikumpulkan melalui observasi, wawancara, dan dokumentasi dengan landasan Teori Dinamika Organisasi dan Model Perilaku Pencarian Informasi Meho-Tibbo. Hasil penelitian menyimpulkan bahwa perilaku pencarian informasi dosen pada hakikatnya merupakan strategi bertahan hidup (*survival strategy*) untuk menyiasati beban kerja ganda (*dual-function*) sebagai akademisi dan birokrat kementerian, serta merespons sistem institusi yang mengalami *breakdown* akibat ketiadaan akses jurnal berbayar. Dinamika ini digerakkan oleh dua temuan utama. *Pertama*, terjadi transformasi taktik pencarian (pergeseran teoretis) yang memicu perubahan urutan (*re-sequencing*) pada Model Meho-Tibbo. Dosen memadukan strategi linier mesin pencari akademik dengan pemanfaatan Kecerdasan Buatan (AI) di hulu pencarian sebagai penyaring awal, di mana tahap verifikasi (*verifying*) dimajukan ke awal guna menghindari halusinasi data dan sitasi palsu (*fake citation*) sebelum membaca dokumen asli. *Kedua*, terdapat perbedaan strategi secara taktis berdasarkan jenjang kepangkatan. Pada fase *survival* (Asisten Ahli dan Lektor), dosen secara pragmatis menggunakan AI sebagai jalan pintas efisiensi demi memecah anomali birokrasi dengan mencari jurnal yang murah, mudah, dan terbit cepat (*fast track*). Sementara itu, pada fase strategis (Lektor Kepala dan Guru Besar), dosen berjuang menembus jurnal internasional bereputasi tinggi dengan menerapkan taktik inovatif seperti manipulasi kata kunci serta melakukan pembelajaran otodidak secara ekstrem karena minimnya pengawasan fasilitas institusi.

Kata Kunci: perilaku pencarian informasi, pengembangan karier dosen, dinamika informasi

ABSTRACT

This study examines the dynamics of the information-seeking process among lecturers at the Agricultural Development Polytechnic (Polbangtan) Bogor within the context of academic career development. Employing a qualitative approach, data were collected through observation, interviews, and documentation. The theoretical framework is grounded in the Meho-Tibbo Information-Seeking Behavior Model and Organizational Dynamics Theory. The results conclude that lecturers' information-seeking behavior is essentially a survival strategy to navigate their dual-function workload as academics and ministry bureaucrats, as well as to respond to an institutional system breakdown due to the lack of access to paid international journals. This dynamic is driven by two main findings. First, a transformation in search tactics (a theoretical shift) that triggers a re-sequencing in the Meho-Tibbo Model. Lecturers integrate the linear strategy of academic search engines with the utilization of Artificial Intelligence (AI) as an upstream initial filter. In this process, the verifying stage is moved to the beginning to avoid data hallucinations and fake citations before interacting with the original documents. Second, there are tactical differences in strategy based on academic rank. In the survival phase (Assistant Professor and Lector), lecturers pragmatically use AI as an efficiency shortcut to break through bureaucratic anomalies by seeking journals that are affordable, accessible, and offer fast-track publications. Meanwhile, in the strategic phase (Head Lector and Professor), lecturers struggle to penetrate highly reputable international journals by applying innovative tactics such as keyword manipulation and engaging in extreme self-taught learning due to the lack of institutional facility support.

Keywords: *information-seeking behavior, lecturer career development, organizational dynamics*