

## **INTISARI**

### **MANAJEMEN SUMBER DAYA MANUSIA DALAM MEWUJUDKAN *GOOD UNIVERSITY GOVERNANCE* DI UNIVERSITAS GADJAH MADA**

Oleh:  
Atri Yanuarizki

Perguruan Tinggi dituntut untuk memberikan pelayanan yang optima kepada para *stakeholders* dan masyarakat. Untuk mewujudkan pelayanan yang optima tersebut dibutuhkan sumber daya manusia baik itu tenaga pendidik maupun tenaga kependidikan yang berkualitas. Agar mendapatkan sumber daya manusia yang berkualitas, di setiap sektor perlu diterapkan prinsip-prinsip *good university governance* terutama di setiap tahapan manajemen sumber daya manusia.

Tujuan dari penelitian ini adalah untuk mengkaji perwujudan prinsip-prinsip *Good University Governance* yang terdiri dari transparansi, akuntabilitas, dan partisipasi di setiap tahapan pengelolaan sumber daya manusia mulai dari proses rekrutmen serta proses pengembangan dan pelatihan di Universitas Gadjah Mada. Penelitian ini menggunakan pendekatan penelitian kualitatif deskriptif. Teknik pengumpulan data dengan menggunakan wawancara, observasi, dan studi literatur. Analisis data melalui tahap wawancara dan observasi, kemudian penyajian data, ketiga verifikasi dan menarik kesimpulan dan yang terakhir melakukan evaluasi apakah sistem manajemen sumber daya manusia melalui fungsi rekrutmen, pelatihan dan pengembangan dalam mewujudkan prinsip-prinsip *good university governance* yaitu prinsip transparansi, akuntabilitas, dan partisipasi telah berjalan dengan baik dan mendukung upaya perwujudan *good university governance* di UGM.

Hasil dari penelitian ini menggambarkan secara umum bagaimana tahapan pengelolaan sumber daya manusia di UGM baik itu tenaga pendidik maupun tenaga kependidikan, serta beberapa prinsip *good university governance* yang diwujudkan dalam tiap tahapan pengelolaan sumber daya manusia.

Kata Kunci: manajemen sumber daya manusia, *good university governance*, perguruan tinggi

**ABSTRACT**  
***HUMAN RESOURCE MANAGEMENT IN CREATING GOOD UNIVERSITY  
GOVERNANCE AT GADJAH MADA UNIVERSITY***

By: Atri Yanuarizki

*Universities are required to provide the optima services for stakeholders and society. To create the optima services required good human resources both educator staff and educational staff. To get a good human resources, in every sector needs to apply the principles of good university governance, especially in every stage of human resource management.*

*This research aims at analyzing the realizing of good university governance principles which consist of transparency, accountability, participation in every stage of human resource management starting from recruitment to development and training at UGM. This research applies qualitative descriptive method. Data collection technique is carried out using interview, observation, and literature study. Meanwhile, data analysis is conducted by doing interview and observation, then present data, after that verify the data and draw conclusion, and the last is evaluating the data whether the human resource management system through the recruitment, training and development functions in creating the principles of good university governance, which consist of the principles of transparency, accountability and participation have been running well and support the realization of good university governance at UGM.*

*The findings of this research show the stages of human resource management at UGM both educator staff and educational staff, and also some principles of good university governance applicable in every stage of human resource management.*

*Key Words: human resource management, good university governance, higher education.*