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**THE FACTORS THAT INFLUENCING LECTURERS CAREER  
DEVELOPMENT VIEWED BY ACADEMIC ASPECTS**

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Abstract

Lecturers are professional educators and scientist with the disseminating knowledge, transforming education, developing ideas, and technology through education, research, and community service. Lecturer career development programs have been designed to ensure teaching quality and also improving lecturer's professional careers. Performance is the process by which managers ensure that employee actions and outcomes contribute to the organization's goals (Noe et al., 2010). The study examines the factors that affect the career advancement of lecturers, specifically from an academic perspective. The two main components considered are learning methodology and personal professionalism. The researcher analyzes and enhances these components based on performance indicators that impede their effectiveness. The researcher delves deeper into the meaning of these phenomena to better understand them. Qualitative research analysis and skills are highly influenced by the choice of words and phrases used. In qualitative research, the focus is mainly on the human elements, objects, and institutions, as well as the relationships or interactions between them, to comprehend a particular event, behavior, or phenomenon. This article specifically emphasizes the human elements of lecturers as educators, their job as educators as the object, and the institutional relationships or interactions between these elements to understand the phenomena or events.

As an academician, the researcher is interested in researching various factors that influence the development of lecturer careers when viewed from academic aspects. Therefore, the researcher will conduct a literature review in this study to find out what influences the development of lecturer careers.

*Keywords: Lecturer, Career Development, Academic Aspects.*



## **I. Background**

Considering the demands and increasingly complex challenges faced by society, many people hope that universities should have human resources that are not only professional and high quality, but also capable of building public trust to address the complex problems together. Therefore it is necessary to conduct an assessment followed by scientific analysis to overcome future challenges in improving the quality and performance of higher education comprehensively and integrally.

Human resources play a crucial role in companies or organizations. Human resources can ensure that other resources work well. Through professional staff, mentality, efficiency, and good effectiveness, company managers can find the best way. Moreover, according to Kartika and Sugiarto's study (2014), employee performance cannot be separated from employee competencies. Competence is the initial capital that each employee has to complete tasks and perform responsibilities. Skilled employees can also be used more optimally, which also increases the efficiency and effectiveness of staff. To improve employee performance, it is important for organizations to identify their needs so that they can implement employee career paths. According to Massie's research (2015), career development has a very positive effect on employee performance.

Lecturers are professional educators and scientist with the main task of transforming, developing, transmitting, disseminating knowledge and technology through education, research, and community service. The mission of lecturers are encouraged to continuously improve their competencies. They are expected to be able to take advantage of opportunities that help them play a significant role in their careers. Modern lecturers can influence students' lives in more ways than we can imagine. Lecturer career development programs have been designed to ensure teaching quality while also improving lecturers' professional careers. This promising career support initiative will weave wonders in the lives of students and lecturers. This opportunity is already available and waiting to be utilized by lecturers who will carve out their careers to step into the path of professional development more easily.

As an academician, the researcher is interested in researching various factors that influence the development of lecturer careers when viewed from academic aspects. Therefore, the researcher will conduct a literature review in this study to find out what influences the development of lecturer careers.

## **II. Theoretical Framework**

Performance is the process by which managers ensure that employee actions and outcomes contribute to the organization's goals (Noe et al., 2010). Performance must be measureable so that the organization is reflected in how it provides comfort and satisfaction with the services provided by the company. Performance management is a series of activities aimed at ensuring that the organization obtains the required performance from its employees (Mathis & Jackson, 2010).

The activities of teachers have a positive impact on the academic process in higher education institutions, including universities, high schools, research institutions, and applied science universities. The influence of teacher effectiveness improves the quality of teaching processes, teaching innovation, and learning processes (Mudilarno, 2010). Factors that affect the performances of lecturers include the expertise, facilities, infrastructures, and the use of information technology in the teaching process (Harsono, 2017).

The study analysis the factors that influence the career development of lecturers from the aspect of being an academician. The factors used include two components: learning methodology and personal professionalism. Learning methodology and personal skills are



analysis and improved based on the factors that burden each performance indicator. The following components analysis by the researcher explain the phenomena and delve deeper into the meaning of the phenomena. The strength of the words and phrases used has a significant impact on qualitative research analysis and skills. When a researcher conducts qualitative research, the focus is more on the human elements, objects, and institutions, as well as the relationships or interactions between these elements to understand an event, behaviour, or phenomenon.

In this article, the researcher emphasize research on human elements, namely lecturers as educators, the object being the job of lecturers as educators, and the institutional relationship or interaction between these elements in understanding the phenomena or events.

### **III. Method**

The qualitative research method emphasizes analysis and description, with a focus on the professional perspective and a theoretical foundation. The aim of qualitative research is to explain and explore the meaning of a phenomenon, and the language used in the research has a significant impact on its analysis and the researcher's skills. Qualitative research is focused on human elements, objects, institutions, and the relationships or interactions between them to understand a behaviour, event, phenomenon.

This article emphasizes research on the human element of teaching, specially the role of professors as educators, their job as teachers, and the relationship and interactions between the elements to understand the phenomenon.

### **IV. Result**

Developing career as a lecturer requires a strategic plan from the beginning of one's career, as almost nobody in this world wants their career stagnate. This is especially important for lecturers, as they have career ladder that not only benefits themselves, but also the community and institution. However, the process is filled with many challenges that must be overcome.

One of the obstacles that can hinder a lecturer's career development is the lack of full support from the institution. Therefore, career development should be taken seriously by every lecturer. There are several reasons why a lecturer needs to prepare themselves for continuous academic career growth, such as increasing their self-confidence and improving their standard of living by obtaining additional allowances. Additionally, a lecturer's higher education in Indonesia.

However, all of these benefits must be balanced with institutional support, including adequate salaries and training programs for careers development. Lecturers face various challenges that can impact their career growth, including internal and external factors. To overcome these challenges, lecturers need to increase their chances of career advancement by becoming a permanent lecturer, obtaining teaching certification, pursuing a PhD, developing competencies, seeking promotion, and publishing academic works.

The numerous benefits of academic careers make it suitable career path, especially for higher functional positions where lecturers can experience better income and academic opportunities, such as receiving grants for research and community service. Therefore, lecturers are encouraged to strive for maximum academic career growth, ultimately becoming a professor. However, achieving this career peak is not easy.



## V. Discussion

The lack of support institutions can hinder the career development of a lecturer. Therefore, career development should be taken seriously by every lecturer. There are many reasons why lecturers need to prepare themselves for continuous academic career development, such as:

1. Improving self-confidence as increasing academic positions can boost self-confidence.
2. Improving quality of life, as climbing up the academic ladder can provide lecturers with opportunities to receive various allowances
3. Advancing higher education in Indonesia, as lecturers with higher academic positions are usually aligned with their contribution to developing higher education.

There are various obstacles that can impede a lecturer's career development, especially if there is no support from the institution. These obstacles can arise from both internal and external factors. To increase their career opportunities, lecturers need to take certain steps such as:

1. Striving to become a permanent lecturer
2. Obtaining teaching certification
3. Pursuing a PhD
4. Developing competencies
5. Managing their functional position advancement
6. Developing scholarly works and publications

There are several factors that can often complicate the career of a lecturer in the academic world and later become an important homework to ensure that the lecturer can continue to develop his or her career. To make it easier to develop a career, it is important to know all the obstacles that may arise. Here are some of them:

1. Personal character  
The first thing on the list of obstacles that can hinder a lecturer's career is the lecturer's personal character. Not all lecturers have the character traits that can help them reach the peak of their career. For example, being lazy, causing main tasks to be neglected, let alone supporting tasks.
2. Financial problems  
Not all lecturers in Indonesia, and even in the world, come from families with a stable economy. There are many who are from families with a mediocre economic conditions, making it difficult to get the financial support needed to develop their academic career. For example, the cost of support for advanced studies such as S2 or S3, especially if the lecturer is already married, the complex family needs can make financial conditions worse.
3. Lack of networking  
Lack of networking or relationships is also something that often hinders the lecturer's career. This obstacle is also felt by other professionals because relationships play a major role in career development. Lecturers are no exception, as those who want to become a full professor cannot achieve it alone. They need support from people around them to get psychological and direct support, for example by sharing information.



4. **Lack of support system**  
When lecturers doesn't have a support system, either from the work environment or campus to the family environment. Most successful people in their careers have a strong support system, especially from their family. Lecturers will tend to have a successful career if their family provides full support, so they can work freely at home without any protest from their partner or children. Lecturers need this support because most of their tasks are taken home, such as preparing syllabuses, writing scientific books, preparing lecture materials, and so on. Without family support, all of the lecturer's work can be neglected, and their career can come to a standstill.
5. **No Tutor**  
Lecturers who want a brilliant career need a tutor who is usually a colleague or fellow lecturer. Without a tutor, lecturers will find it difficult to obtain information, develop strategies, and so on.
6. **Limited skills**  
Lecturers are required to master various skills. Unfortunately, due to one reason or another, the skills they have may be limited. Therefore, during their career, they need to diligently participate in self-development activities such as attending trainings that are held by universities or the government, such as AA and PEKERTI trainings.
7. **Lack of clear goals**  
Lecturers will be hindered in their careers if they do not have clear goals. Therefore, at the beginning of their career, lecturers must determine whether they want to become a full professor or not. If they want to become a full professor, they can start planning strategies to achieve that goal.
8. **Insecurity**  
No one is perfect in this world, but focusing on weaknesses will not benefit anyone. Lecturers who are insecure and feel that they have more shortcomings than other lecturers tend to have a stagnant career.
9. **Minimal willingness**  
Reaching a peak of an academic career is not easy. If there is minimal willingness to do so, then it will become even more difficult. Minimal willingness to develop is one of the things that often hinders a lecturer's career.
10. **Inadequate communication skills**  
Lecturers are expected to have good communication skills, that facilitate the execution of their duties and career development. However, sometimes their communication skills are not yet optimal, hindering them from advancing their careers.
11. **Limited information**  
One of the factors that often hinders the next career progress of lecturer is limited information. This could be due to a lack of awareness or enthusiasm on the part of the lecturer to pursue information related to career development. It could also be due to limitations, such as lecturers prioritizing the careers of their close colleagues. Nepotism practices like this can occur in the academic world.

However, these obstacles can also serve as a source of motivation for lecturers to become more enthusiastic about developing their academic careers. If other lecturers can successfully overcome the list of obstacles that often hinder career progression, then why they can't? With confidence and a lot of information, effort to finding the





best solutions , they can reach the highest peaks of their career as a lecturer without even realizing it.

## VI. Conclusion

As one of main pillars of higher education, the level of ability and personal integrity of lecturers is one of the determining factors for optimizing the process of education and teaching in higher education. If lecturers are unable to adapt to the rapid changes in scientific knowledge, methods, or educational technology, then it is not only the future of their graduates that is at risk, but also the existence and future of the higher education institution itself. therefore, lecturers are expected to continually improve their scientific and personal abilities through various efforts they can undertake.

One of the aspirations of Indonesian higher education institutions is to become a world-class university. One of the development programs that should receive priority is the professional development of lecturers as a fundamental element of higher education. The professional development of lecturers is crucial in improving the quality of higher education in Indonesia.

As previously outlined, professional development programs for lecturers are an integral part of the overall development program of higher education, as the success of these programs will affect the quality of the institution itself. Therefore, these programs need to be implemented regularly and continuously to create highly qualified lecturers who can promote the progress of higher education.

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