

## Competency of SPI Members in Improving the Quality of Supervision Performance at Manado State University

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### Abstract

*Internal Supervision within the Ministry of Education and Culture as set in Regulation of the Minister of Education and Culture Number 22 of 2017 has tasks and functions help Head of Work Unit in to do internal control with organize function preparation of supervision programs supervision policies and programs. Characteristic study descriptive is the collected data in the form of words, pictures and not numbers All collected possibly Becomes key to what already researched the data possible originated from script interview notes field photo videotape, documentation private notes or memos, and documents official other. Based on the results and discussions that have been researcher describe about Competence Member Spi In frame Enhancement Quality of Supervision Performance at Manado State University then researcher take conclusion as That competencies needed by SPI UNIMA in To do Duty supervision is competence in the field of Management Source Power People Finance and goods state property with discipline Science Management Law, Accounting and Engineering, amount SPI members should be odd and have amount more of 12 people. Training sustainable required in develop competence. Selection competence and record footsteps required in recruitment member Spi. Giving honors and rewards every assignment and execution Duty, and then competence leader in to do coordination and arrangement assignment supervision.*

### Keywords

*competency; improving the quality; supervision*



## I. Introduction

Internal Supervision within the Ministry of Education and Culture as set in Regulation of the Minister of Education and Culture Number 22 of 2017 has tasks and functions help Head of Work Unit in To do internal control with organize function preparation of supervision programs supervision policies and programs, supervision management personnel finance and goods state -owned monitoring and coordinating act carry on results internal and external inspection mentoring and review plan work and budget as well as review report finance providing advice and recommendations drafting report results supervision and implementation evaluation results supervision Internal control aims for control activities secure assets and assets, the implementation report good finance improve \_ effectiveness efficiency and economy (3E) as well as detect by early happening deviation and non- compliance to provision regulation legislation In skeleton strengthening governance and accountability implementing \_ duties and functions within the Ministry of Education and Culture need get supervision by systematically to be controlled efficient effective and economical (3E), according to with regulation legislation In order for implementation SPI tasks and functions are running by effective efficient and

accountable in accordance with expected goal then seen need for recruit personnel Unit internal control with appropriate competence with needs

Personnel who have competence in accordance field supervision that is Field finance Resources People and things State property is very supportive in order to be able to destination supervision there is an appropriate competency model for every field supervision that becomes object supervision by SPI Unit of Internal Control still Becomes conversation because of in carry out something supervision is needed variety personnel who have different competencies and compositions that are expected could each other complete for achievement something destination supervision for that's Writer wish for To do study regarding " Competence " Member Spi In frame Enhancement Quality of Supervision Performance at Manado State University”

### **1.1 Formulation of the problem**

What kind of competency model is needed? SPI member for increase quality performance supervision at Manado State University?”

Purposes of this research is Knowing how much number and competence SPI member needed for increase Quality Supervision Performance at the State University of Manado

Benefits of research It is hoped that the results of this study will be useful forbroaden the author's knowledge and insight regarding the number and competence Required SPI member for increase Quality Supervision Performance at the State University of Manado. And it is hoped that it can help Manado State University in determining number and competence Required SPI member for increase Quality Supervision Performance

## **II. Review of Literature**

### **2.1 SPI Tasks**

SPI task formed for help lead work unit in to do internal control of implementation duties and functions of each work unit within the Ministry of Education and Culture Internal control carried out by SPI is for help leader in To do supervision of programs and activities through review, evaluation monitoring and supervision other in framework 1. Guarantee service the results of the SPI supervision must be could give benefit to the work unit so that could made ingredient evaluation for work units for increase quality service 2. Warning early SPI since early must could give warning early about existence potency work unit failure in organize tasks and functions performed with method review design work programs and work unit activities and control implementation of work programs and work unit activities to match with destination organization

### **2.2 SPI function**

In doing tasks SPI organizes function

1. preparation of supervision program;
2. supervision policies and programs;
3. supervision management personnel finance and State Property (BMN);
4. monitoring and coordination act carry on results internal and external inspection;
5. mentoring and review Plan Work and Budget of Ministries and Agencies, as well as review Report Finance;
6. giving advice and recommendations;

7. compilation report results supervision; and
8. implementation evaluation results supervision

### **2.3 Internal Control**

Internal Control is the whole process of activities review evaluation monitoring and activities other oversight of maintenance tasks and functions purposeful organization for control activities secure assets and assets the implementation report good finance improve effectiveness and efficiency and detect by early happening deviation and non compliance to provision regulation legislation 2. Unit Next Internal Control abbreviated as SPI is unit established supervision for help implementation supervision to implementation duties and functions of work units within the Ministry.

### **2.4 Competence**

According to Wibowo (2007:110) it states that competence is something ability for doing or to do something profession or task based on skills and knowledge as well as supported by attitude the work required by the job that With Thus competence show Skills or knowledge characterized by professionalism in something field certain as the most important thing as superior field certain with the indicator are

- a. Knowledge (Knowledge), related with profession include
  1. Knowing and understanding knowledge in their respective fields.
  2. Knowing related knowledge with new rules procedures techniques in institution government
- b. Skill (Skill) Skill individual include
  1. Ability in communicate with good in writing.
  2. Ability communicate with clear by verbal
- c. Attitude individual including
  1. Have ability in communicate in creativity in work
  2. Existence spirit high work

### **2.5 Understanding Performance**

Performance in a organization is key from succeed or whether or not destination organizations that have set According to Wibowo (2012) performance originated from understanding of performance, there is some say performance is results work but meaning actually more large that is covers work processes no only results work According to Koopmans, et al. (2014), performance individual is behavior or relevant action with destination organization Bernardin and Russell (Yusuf, 2015), define performance as recording the results obtained from functions profession or activity certain During period time certain. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

According to Hasibuan (2002) performance employee is something results work that can achieved somebody in doing assigned tasks to him based on on skill experience sincerity as well as time Performance work is combined from two factors namely ability and interest a workers Capability and acceptance on explanation delegation tasks as well role and level motivation a worker taller third above factors so the taller so be it level success worker that

## 2.6 Satisfaction Work

Definition Satisfaction Work Satisfaction work is attitude somebody to his job according to with understanding Spector (2000), satisfaction work is variable attitude that reflects how people feel about profession by whole as well as various aspects in it Luthans (2011) says satisfaction work is results from perception employee about how much good profession that provide things to look at important

Robbins, (2003) says that satisfaction work is attitude by general and level feeling positive somebody to her job Furthermore, Greenberg and Baron (2002) define satisfaction work as attitude positive or attitude negative that has somebody to her job

While Tiffin in As'ad 2004) argues that satisfaction work relates close with attitude from employee to her job alone situation work cooperation Among leader with fellow employees Nurbahar (2015) argues that satisfaction work felt by employees in general reflected in attitude positive employee to work and everything something yang faced or assigned to him in the neighborhood work

Based on the explanation above about satisfaction work could concluded that satisfaction work is given behavior and attitude employee as form response from rights and obligations granted by the company the place employee the work Company of course hope get positive response from employees so that could increase motivation in work

## III. Research Method

Study this conducted with use method research that is qualitative with analysis descriptive Study descriptive is something study with formulation related problems with question to existence variable independent good only on one variable or more variable standing himself.

Characteristic study descriptive is the collected data in the form of words, pictures and not numbers All collected possibly Becomes key to what already researched the data possible originated from script interview notes field photo videotape, documentation private notes or memos, and documents official other.

Study qualitative is method research based on philosophy *positivism* used for research on conditions natural object as the opponent is experiment where researcher is as a key instrument technique data collection is done by triangulation combined, data analysis is inductive / qualitative and results study qualitative more emphasize meaning than generalization Sugiyono (2016: 9)

### 3.1 Research Location and Time

Study held at Manado State University which is located on Jalan Campus UNIMA Tondano North Sulawesi Minahasa

### 3.2 Research Instruments

In study qualitative to be instrument or tool study is researcher that alone that works set focus research choose informant as data source do data collection assess data quality data analysis interpreting data and making conclusion on his findings Sugiyono (2016: 222).

### 3.3 Informants and Data Sources

In study this is what becomes informant that is Member of SPI Manado University. According to Sugiyono 201 7 219 Primary Data Sources are live data source provide data to data collection In study This is the primary data, namely results from interview

Secondary Data Source according to Sugiyono 2017:219 is sources that don't directly provide data to data collector. In study this is secondary data that is taken from documentation directly from the place of research and information other related with object research.

### 3.4 Data collection technique

Data collection techniques are the most important step in research because the main destination from study is to get data. Data collection can be conducted in various settings, various sources and various ways. When seen from the settings, the data can be collected in a natural setting. When seen from the source, the data then data collection can use primary source and secondary source. Next when seen from the method or technique, data collection then technique data collection can be conducted with *observation* observation, *interview* interview, *questionnaire* questionnaire, documentation and combination of the four (Sugiyono (2017:224-225)).

In obtaining relevant data in study, this method of data collection and processing used are:

1. Studies Introduction that is studies conducted for sharpening direction studies. In research, this researcher looks for information more previously at Manado State University. Open Interview that is interview based on questions that doesn't limit the answer. In study, this researcher does interview directly to informant to get required information.
2. Documentation i.e. collect data based on documents and reports written other related directly with study.
3. Interviews Q & A activities with the party concerned like employees and members of SPI UNIMA.
4. Studies Library collecting data and information needed and obtained from various reference literature print media journals, documents, archives and reading other related with problem that can be used as base theory and tools for doing analysis.

### 3.5 Data analysis technique

Data analysis is the process of finding and compiling data by systematic data obtained from results of interview notes, field and documentation with method of organizing data to natural categories, describe in units, do synthesis, compose in pattern, choosing what is important and what will be studied and make conclusion so that easy to understand by yourself alone as well as others (Sugiyono 2016:244).

Data analysis techniques used in study, this is qualitative analysis according to Spradley with stages as following:

1. Domain Analysis  
Domain analysis is generally carried out to obtain a general and comprehensive picture of the social situation being studied or the object of research. Data obtained by *grand tour* and *monitor query* the result is a general description of the object under study and has never been studied before. In this analysis, the information obtained is not deep, it is still on the surface but has found the domains or categories of the social situation under study, (Sugiyono (2016:256)).
2. Taxonomy Analysis  
Taxonomy analysis is an analysis of the overall data collected based on the defined domain. Thus the domain that has been determined to be *the cover term* by the researcher can be described in more detail and depth through taxonomy analysis. The results of the taxonomy analysis can be presented in the form of box diagrams *box diagrams*, line and node diagrams *lines and node diagram*, and *outline* (Sugiyono (2016:261)).
3. Componental analysis  
Component analysis what is sought to be organized in the domain is not similarities in the domains, but rather those that have differences or contrasts. This data is sought through

selected observations, interviews, and documentation. With the triangulation data collection technique a number of specific and different dimensions for each element can be found, Sugiyono (2016: 264).

#### 4. Cultural Theme Analysis

Theme analysis or *discovering cultural themes* is actually an attempt to find a “common thread” that integrates existing cross-domains Sanapiah Faisal, 1990). By finding the common thread from the results of the domain, taxonomy, and componential analysis it will then be possible to construct a " building construction" of social situations/objects of research that were previously still dark or dim and after doing research, it becomes brighter and clearer, Sugiyono (2016: 264).

### 3.6 Data Validity

Test the validity of the data in study qualitative include *Credibility Test* (internal validity) *Transferability test* (external validation) *Dependability Test* (reliability) and *Confirmability Test* objectivity Sugiyono (2016: 270). Based on four type of data validity test according to Sugiyono 2016 is in study this researcher use *Confirmability Test*

According to Sugiyono (2016: 277), stated that that in study qualitative *Confirmability Test* similar with *Dependability test* so the test could conducted by simultaneously *Test Confirmability test* means test results research linked with the process When results study is function of the research process carried out then study the has Fulfill standard *Confirmability*.

## IV. Result and Discussion

### 4.1 Internal Control Unit (SPI)

#### a. SPI Unit Internal Control Manado State University

Manado State University (UNIMA) is located in Tonsaru Hill Ward Settings Maesa District South Tondano District Minahasa North Sulawesi Province, Indonesia. Unima was founded on September 22, 1955. Unima beginning stand up named Teacher Education College (PTPG) – one from four PTPGs established The first in Indonesia namely PTPG Batusangkar (North Sumatra), PTPG Malang East Java, PTPG Bandung West Java, PTPG Tondano (North Sulawesi), based on the Decree of the Minister of Education and Culture Republic of Indonesia Number 2450/KB/1955 dated 22 September 1955.

On September 13, 2000, Manado IKIP was converted become Manado State University based on Presidential Decree Republic of Indonesia Number 127 of 2000 and inaugurated by the Minister of National Education of the Republic of Indonesia Yahya Muhaimin on October 14 2000. Based on Presidential Decree No. 127 of 2000, Manado State University Unima has function double that is besides produce power experts and energy professional in the field education also produces power experts and energy non - educational professionals.

Based on Regulation of the Minister of National Education Number 22 of 2017 concerning Unit Internal Control states that SPI is unit established supervision \_ for help implementation supervision to implementation duties and functions of work units within the Ministry of Education and Culture

Unit Internal Control established at UNIMA has Duty doing internal supervision within UNIMA, so that since early could anticipate existence Weaknesses Weaknesses and Obstacles as well as minimize happening deviation in implementation of program activities and budgets with destination the end of UNIMA can produce free program accountability from deviations and obstacles so that created authoritative institution.

Unit Internal Supervisor (SPI) started formed and raised in accordance with the Rector's Decree Since Rector Unima Prof. Julyeta PA Runtuwene elected in 2016 elected and appointed

Chairman Secretary and Members of SPI in the month of October 2016 with strict selection \_ SPI team appointed with 11 members already including Chairman and Secretary This team lift at a time set Head of SPI Drs. MM Mintjelungan MAP, together direct SPI member doing Duty supervision in accordance instruction Rector until moment this

Switch to period leadership to Rector next Prof. Dr. Deitje A Katuuk M.Pd the role of SPI is increasing central in control management and implementation activities at Manado State University. Until moment this the SPI team has switch management with The head of the SPI has change to Prof. Dr. Harry Sumual M.Si with member team direct move in Duty supervision based on instruction instructions chancellor.

## **4.2 Vision and Mission**

### **a. Vision**

Unit internal control (SPI), has vision make SPI independent professional and independent so that could give contribute and improve UNIMA's performance in the non-academic field as well as control the creation of a superior innovative character and competitive UNIMA

### **b. Mission**

- a) Implement internal control for whole activity management in work units in the field of finance assets and personnel
- b) As strategic partner for management management and can give contribution to the process of implementing UNIMA in the non- academic field
- c) Give consideration for leader for get objective and quality assessment \_ for all elements in each work unit at UNIMA.
- d) For help leader in governance improvements for achieve a University of Excellence Innovative Character and Competitive.

## **4.3 Unima Spi Tasks and Functions**

### **a. Spi Tasks**

SPI was formed to assist work unit leaders in carrying out internal supervision of the implementation of the duties and functions of each work unit within the Manado State University.

Internal supervision carried out by SPI is to assist the leadership in supervising programs and activities through review evaluation, monitoring and other supervision, in order to:

- a) Service guarantee. The results of the SPI supervision must be able to provide benefits to the work unit so that it can be used as evaluation material for the work unit to improve service quality.
- b) Early warning. SPI must be able to provide early warning about potential failures of the work unit in carrying out its duties and functions, which is carried out by reviewing the design of work programs and work unit activities and controlling the implementation of work programs and work unit activities so that they are in accordance with organizational goals.

### **b. Spi Function**

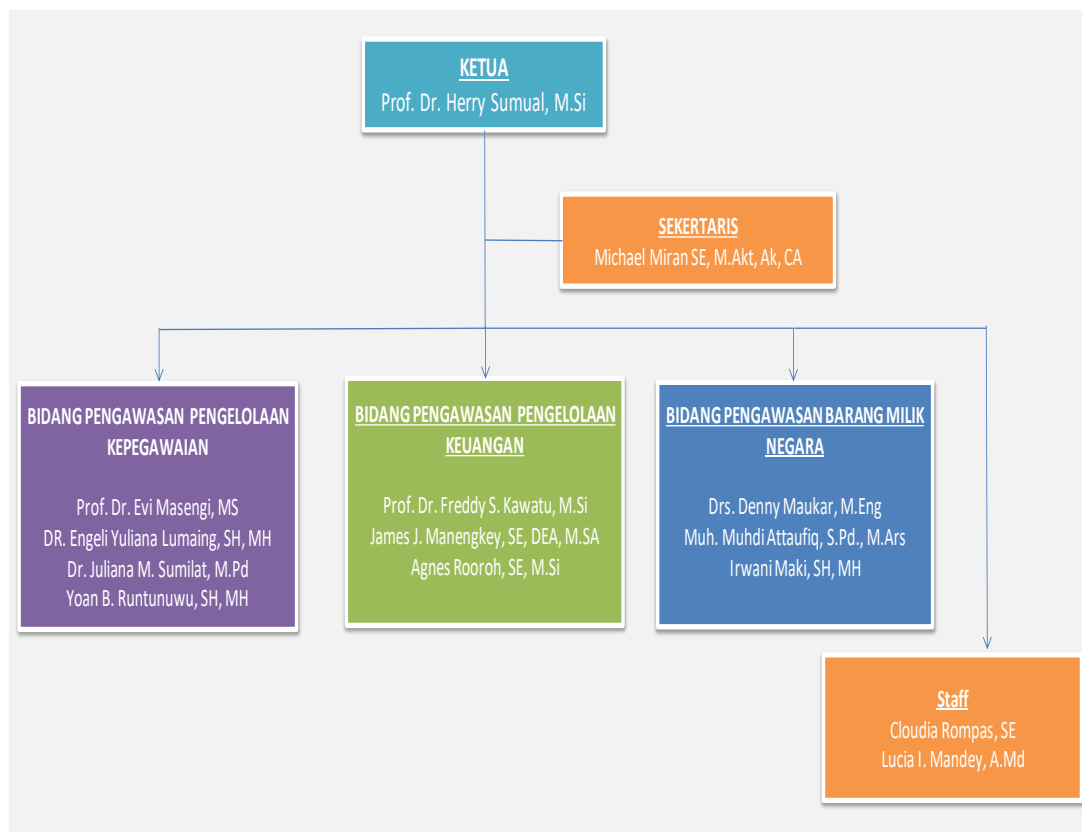
In carrying out its duties, as referred to in Letter A, SPI carries out the following functions:

1. the preparation of the monitoring program;
2. monitoring of policies and programs;
3. supervision of the management of personnel, finance and State Property (BMN);

4. monitoring and coordinating the follow-up to the results of internal and external examinations;
5. mentoring and reviewing the Work Plans and Budgets of Ministries and Institutions, as well as reviewing Financial Reports;
6. giving advice and recommendations;
7. preparation of the report on the results of supervision; and
8. implementation of monitoring results evaluation.

#### 4.4 Organizational Structure

Structure Manado State University SPI Organization as a following



#### 4.5 Chairman

1. Arrange and pick up policy related implementation assignment at SPI Unima
2. Communicating policies and programs to members of SPI Unima and work units
3. Sign UNIMA SPI Monitoring Results Report
4. Sign UNIMA SPI Recommendations
5. To do evaluation to implementation supervision
6. Push act carry on results internal and external supervision
7. Become TOP management for implementation System Management Internal Quality of SPI at UNIMA
8. Coordination planning coordination and evaluation implementation tasks performed by each \_ head SPI field
9. Responsible answer to implementation and results review report UNIMA finance
10. Responsible answer to every Unima SPI Supervision Report and report it to Rector Unima



11. Responsible answer to Monitoring Result Report Annual SPI Unima and report it to Rector Unima and Inspectorate General Ministry of Education and Culture
12. Responsible answer to results activities carried out by SPI Unima
13. Responsible answer in implementation function catalyst and consulting
14. Chairman could set SPI member for represent Head of SPI in neighborhood meeting Unima or outside Unima
15. Lead Unima SPI internal meeting

#### **4.6 Secretary**

1. Help Head of SPI Unima as *representative management* in coordination planning consulting and reporting activity according to the activity process following the budget as well as help in prepare policies and programs
2. Responsible answer in implementation related administration \_ with SPI Unima
3. Responsible answer in planning implementation and management review meeting routine coordination and meeting evaluation activity
4. Responsible answer on planning and implementation activity routine and incidental at SPI Unima
5. Responsible answer to Chairman SPI Unima
6. Attend Unima SPI internal meeting

#### **4.7 Financial Management Supervision Field**

1. Doing monitoring and evaluation management finance
2. Doing review report finance
3. Conduct report audit finance
4. To do monitoring and evaluation on Analysis results findings field supervision and audit finance
5. To do supervision to implementation of audits, reviews money guidance technical socialization and SPI Unima Award in the field of finance
6. To do supervision to composing report results of audits, reviews and money
7. Submit suggestions and recommendations on results of audits, reviews and money in the field finance work unit at Manado State University
8. Attend Unima SPI internal meetings and activities other

#### **4.8 Human Resource Management Supervision Field**

1. Inspection is the number of existing human resources in accordance with University needs in general and needs sticker in particular
2. To do HR check every field / section / subsection for ensure no there is idle human resource capacity
3. To do inspection obedience employee to Duty main points and functions tupoksi of each part
4. Ensure that all employee active work in the audited satker in accordance with letter certifying contract \_
5. To do monitoring and evaluation on Analysis results findings supervision and includes field audits source power man
6. Responsible answer in supervise the process of planning implementing and reporting the Unima SPI work program field source power humans who have made by the internal auditor of the field source power man
7. Submit suggestions for improvement policy leadership planning implementation university activities with field source power man

8. Convey results of analysis, supervision and inspection including related audits with field source power man to Head of SPI Unima
9. Attend Unima SPI internal meeting

#### **4.9 Field of Supervision of State Assets/Property Management**

1. To do analysis monitoring inspection testing and management activity BMN management from Step planning procurement receipt inventory management until deletion in accordance provision policy regulation proper legislation
2. Ensure part equipment has To do planning procurement at the beginning year
3. Ensure existence physique goods in accordance with a list of goods / services owned by the satker
4. Check efficiency and effectiveness use goods state property
5. Inspection is a development process has in accordance with plan development that has been arranged
6. Ensure building has get permission from the fire party
7. Supervision of the development process start from planning to the development process end
8. To do monitoring and evaluation on results analysis findings supervision and includes field audits baramng state property
9. Responsible answer in To do Supervision of the planning implementation and reporting of the Unima SPI work program field goods belonging to the state that has made by the internal auditor of the field goods state property
10. Submit suggestions for improvement to policy leadership planning and implementation related activities with management field goods state property
11. Convey results analysis monitoring and inspection including related audits with field goods state property to Head of SPI Unima
12. Attend Unima SPI internal meeting

#### **4.10 Financial Administration**

1. Fill in system Unimas SPI planning every year
2. Make operational activities (POK) SPI every year and do POK guideline revision there is necessary things not defeated
3. Make general cash book receipts cash book and SPI disbursement cash book periodically
4. Document defrosting SPI budget for money supply (UP) and additional money supply (TUP)
5. Defrost check SPI Unima
6. Cover letter answer (SPJ) SPI Unima finance
7. Travel SPPD fare service
8. Make report accountability performance agency government (LAKIP) unit SPI Unima every year
9. Doing Duty administration finance other provided by superior affairs service
10. Attend Unima SPI internal meeting

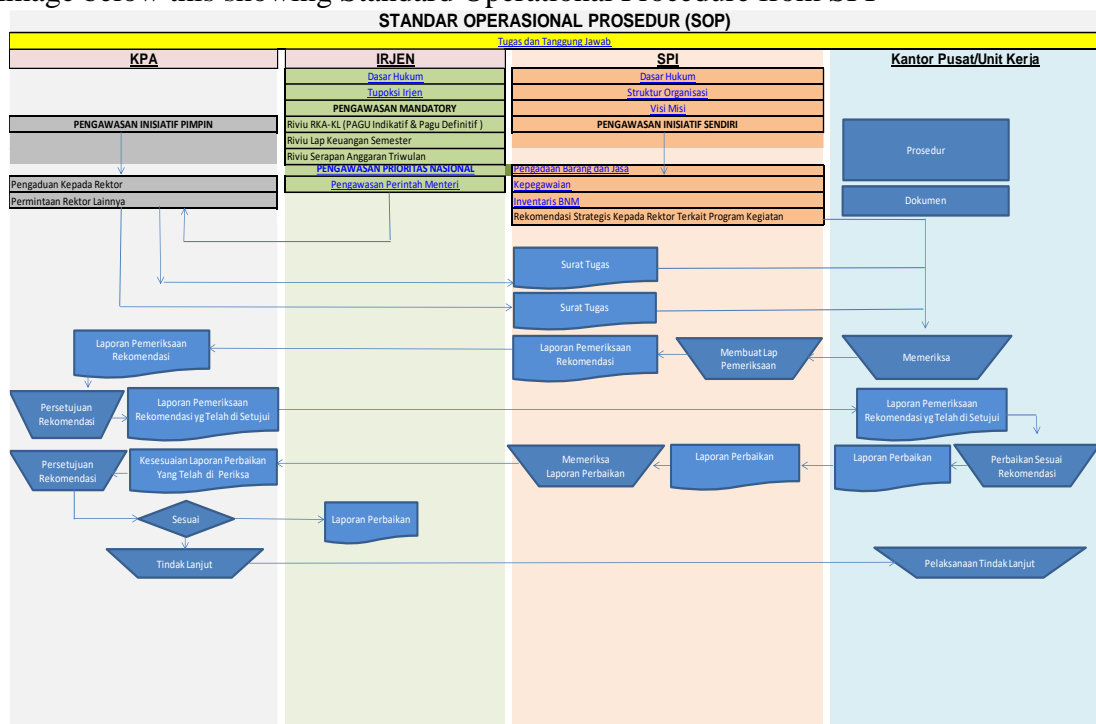
#### **4.11 General Administration And Equipment**

1. Make letter decision (SK), letter audit and monitoring and evaluation assignments and letters other
2. Recording and archiving letter sign in and mail go out
3. Send letter out of SPI Unima
4. Make general cash book receipts cash book and SPI disbursement cash book periodically
5. Consumption Unima SPI meeting along with attachment absent
6. Create and archive Unima SPI manual absence

7. Shopping goods Unima's SPI needs
8. Make a list of items room (DBR) and do DBR revision there are change quantity location and condition items in the room at SPI Unima
9. Make card stock tool write office (ATK) and goods finished use other
10. To do SPI Unima asset inventory
11. Manage Unima SPI website and update beautiful information in website
12. together staff administration finance prepare document defrosting Unima's SPI budget for money supply (UP) and additional money supply (TUP)
13. Doing Duty administration other provided by superior affairs service
14. Attend Unima SPI internal meeting
15. Making notes Unima SPI internal meeting

#### 4.12 Standard Operating Procedure (SOP)

Image below this showing Standard Operational Procedure from SPI



#### 4.13 Scope of Supervision

##### a. Employment Management

Scope supervision management employment including

- 1) compilation formation / procurement employee ;
- 2) appointment placement and transfer / transfer employee ;
- 3) development employees Bureaucracy Reform / RBI);
- 4) welfare employee payment allowance performance;
- 5) coaching and discipline employee cover application attendance *e-SKP* and *e-LHKPN* ; and
- 6) retirement and dismissal employee

##### b. Financial Management

Scope management finance including management finance covers planning and budgeting implementation budget / treasury accounting audit and accountability finance.

### **c. State Property Management (BMN)**

Scope BMN management includes planning needs and budgeting procurement use utilization security and maintenance assessment transfer destruction elimination and administration

Implementation supervision management personnel finance and State Property (BMN) are carried out based on the Assignment Letter issued by the head of the work unit containing information to related units regarding what be target SPI activities Implementation activity the conducted with method Study Document Study document meant for identify various later weakness will Becomes finding compiling conclusion and for formulate suggestions for improvement as base for composing report

Study document conducted with way 1) Comparing conditions what exactly happen with criteria what should be happen. 2) Research validity document (formal) and truth substantive 3) Set conclusion based on results test above

#### **4.14 Activity Report**

Reporting results SPI Team supervision is the output of activity supervision and can defined as complete inspection in Thing scope target within \_ aspect his supervision Supervision is implementation activity inspection in aspect substance duties and functions, staffing and finance and BMN. Supervision this held along time in period one year with make reports semester and yearly

Reporting results SPI supervision is the medium used for communicate results supervision review monitoring and evaluation as well as supervision other Reporting results SPI supervision is divided into 2, namely: report results supervision activities and reports results supervision by periodically (per semester and yearly).

#### **4.15 Regulatory List**

1. 101 Year 2018 About Changes to Regulations President Number 14 of 2015 concerning the Ministry of Education and Culture;
2. Regulation Inspector General Ministry of National Education Number Kep.275/B/Kp.2009 concerning Technical Instructions for the Regulation of the Minister of National Education Number 16 of 2009 concerning Unit Internal Control in the environment Ministry of National Education
3. Inspector's Decision General of the Ministry of National Education of the Republic of Indonesia Number Kep 752/B/KP/2010 concerning Formation Unit Internal Supervision within the Ministry of Education and Culture
4. Regulation of the Minister of Education and Culture Republic of Indonesia Number 22 of 2017 Regarding Unit Internal Supervision in the Ministry of Education and Culture
5. Regulation of the Minister of Education and Culture Number 22 of 2017 About Unit Internal Control
6. Regulation of the Minister of Education and Culture Number 11 of 2018 About Organization and Work Procedures of the Ministry of Education and Culture
7. Regulation of the Minister of Education and Culture Number 47 of 2018 concerning Details Tasks of Work Units in the environment Inspectorate General
8. Regulation Inspector General Number 3205/F.FI/HK/2019 regarding Supervision Technical Guidelines For Unit Internal Supervision in the Ministry of Education and Culture
9. Chancellor's Decree Number 191/UN41/KP/2021 Regarding Dismissal and Appointment Unit Internal Supervision at Manado State University

#### 4.16 Research result

##### Information

Informant in research this consist of 6 informants who have interviewed namely

##### Informant 1

Name Dr. Juliana Sumilat M.Pd

Position Member of SPI Field Source Power Man

##### Informant 2

Name Dr. Engeli Juliana Lumaing SH, MH

Position Member of SPI Division Source Power Man

##### Informant 3

Name: Moh Muhdi A Ataufig SPd M.Ars

Position Member of SPI Field State Property

##### Informant 4

Name Drs Denny Maukar M. Eng

Position Member of SPI Division State Property

##### Informant 5

Name Agnes Rooroh SE, M.Si

Position Member of SPI Division Finance

##### informant 6

Name Yoan B. Runtunuwu SH. MH

Position Member of SPI Division Source Power Man

#### 4.17 Discussion

##### a. Competency Model needed SPI member for increase quality performance supervision at Manado State University

From result Interview against 6 six Members of the Manado State University SPI then:

1. Required competencies \_ in doing SPI Tasks  
6 Informants answer that competencies needed \_ in operate Duty or assignment supervision is competencies that must be in accordance with room scope SPI supervision namely
  - Scope \_ supervision management staffing
  - Scope \_ supervision management finance
  - Scope \_ supervision management goods state propertyfor support performance supervision the according to 6 six Informants required SPI members who have competence in the field of Management Source Power People and competence Legal Studies for To do supervision in the field management staffing Competence in the field Accounting and finance required \_ in To do supervision management finance Competence in the field of Engineering and science law is needed in To do supervision management goods state property
2. Composition amount members who have competence law finance and engineering  
6 Informants answer that Amount SPI members who have competencies needed \_ in operate Duty or assignment supervision in scope management personnel finance and goods state property must have amount odd and better more more than 12 people many the more good
3. Need held training sustainable for increase competence SPI member  
6 Informants answer that required training \_ in operate Duty or assignment supervision is continuous training \_ in accordance with competence in accordance with room scope SPI supervision namely
  - Scope \_ supervision management staffing

- Scope \_ supervision management finance
  - Scope \_ supervision management goods state property
4. Giving rewards and payment of honorarium for each  
6 Informants answer that required training \_ in operate Duty or assignment supervision must be supported by payment of honors for every implementation Duty supervision and reward every solved implementation Duty
  5. is must held selection at the moment recruit SPI members and stages selection like what to do conducted in recruit SPI member  
3 Informants answer that must held selection in recruitment SPI member selection competence and selection record footsteps
  6. is Competence very supportive leadership achievement performance  
Whole Informant answer yes especially in arrange distribution work and coordinate and control whole implementation assignment supervision  
scope SPI supervision namely
    - Scope \_ supervision management staffing
    - Scope \_ supervision management finance
    - Scope \_ supervision management goods state property

**b. Data Presentation**

			Performance	
			Competence	
Scope Supervision		Staffing	Finance	State Property
Discipline Knowledge	1	Management Accounting Finance Law, Engineering		
Amount	2	Odd above 12 more many more good		
Selection	3	Selection Competence and record footsteps		
Honors and rewards	4	Giving Honor To Every Assignments and rewards		
Leadership	5	Organize Control and Coordinate		

**V. Conclusion**

Based on the results and discussions that have been researcher describe about Competence Member Spi In frame Enhancement Quality of Supervision Performance at Manado State University then researcher take conclusion as That competencies needed by SPI UNIMA in To do Duty supervision is competence in the field of Management Source Power People Finance and goods state property with discipline Science Management Law, Accounting and Engineering, amount SPI members should be odd and have amount more of 12 people. Training sustainable required in develop competence. Selection competence and record footsteps required in recruitment member Spi. Giving honors and rewards every assignment and execution Duty, and then competence leader in To do coordination and arrangement assignment supervision

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