



DISERTASI

Diajukan untuk memenuhi salah satu syarat guna meraih gelar
Doktor Ilmu Manajemen

Judul:

**MANAJEMEN REPUTASI DI PERGURUAN TINGGI SWASTA (PTS)
MELALUI PEMBERDAYAAN HUMAS**

Disusun oleh:

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**PROGRAM STUDI DOKTOR ILMU MANAJEMEN
PROGRAM PASCASARJANA
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KATA PENGANTAR

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ABSTRAK

Persaingan antar Perguruan Tinggi (PT) makin intensif, antar Perguruan Tinggi Negeri (PTN), PTN dan Perguruan Tinggi Swasta (PTS), dan antar PTS. Berdasarkan data Kementerian Pendidikan, Kebudayaan, Riset, dan Teknologi, pada tahun 2024 jumlah PT di Indonesia sebanyak 4.356, terdiri dari 349 PTN dan 4.007 PTS. Jumlah PTS di LLDIKTI wilayah III Jakarta adalah 268. Besarnya jumlah PTS, berdampak pada persaingan antar PTS dalam memperoleh kepercayaan masyarakat khususnya untuk mendapatkan mahasiswa. Menghadapi persaingan tersebut, memaksa PTS mengadopsi strategi keunggulan kompetitif untuk memenangkan persaingan dan keberlanjutan, dengan membangun reputasi.

Penelitian ini bertujuan membangun sistem manajemen reputasi PTS dengan pemberdayaan Humas. Fokus penelitian adalah mengeksplorasi faktor utama yang mempengaruhi reputasi PTS serta bagaimana pengelolaan reputasi melalui pengelolaan informasi dan komunikasi yang dilakukan oleh Humas ke seluruh pemangku kepentingan internal dan eksternal. Metode penelitian adalah penelitian kombinasi (*Mixed Methods*) dengan model *Sequential Explanatory Design*, yaitu metode yang menggabungkan metode penelitian kuantitatif dan kualitatif secara berurutan, dimana tahap pertama penelitian dilakukan dengan menggunakan metode kuantitatif dan tahap kedua dengan metode kualitatif. Teknik pengumpulan data dilakukan melalui survei kuesioner, wawancara mendalam, dan Focus Group Discussion (FGD).

Hasil penelitian adalah diperolehnya sistem manajemen reputasi bagi PTS melalui pemberdayaan Humas, dengan memenuhi 5 (lima) faktor pendukung reputasi meliputi akreditasi, kualitas lulusan, SDM, peringkat (ranking), dan kepemimpinan. Humas sebagai elemen penghubung ke dan dari para pemangku kepentingan harus memahami peran dan tugasnya, serta didukung saluran komunikasi dan perangkat Humas yang tepat, agar komunikasi efektif serta mendukung reputasi. Keberhasilan sistem manajemen reputasi harus memperhatikan dan mengantisipasi faktor-faktor negatif yang berdampak pada penurunan reputasi bagi PTS.

Kata Kunci: PTS, Manajemen Reputasi, Humas, Faktor Pendukung Reputasi

ABSTRACT

Competition between higher education institutions (HEIs) is intensifying, both between state-owned, state and private, and between private. Based on the data of the Ministry of Education, Culture, Research, and Technology, in the year 2024 the total number of HEIs in Indonesia is 4,356, consisting of 349 state and 4,007 private. Specifically in the Jakarta area, based on data from the Higher Education Service Institution (LLDIKTI) region III, the total number of private HEIs are 268. With a large number of private HEIs, there is a competition between private in gaining public trust, especially to attract students. Facing this competition, it forces private HEIs to adopt a competitive advantage strategy to win the competition, by building a reputation.

The research method is a combination research (Mixed Methods) with Sequential Explanatory Design model, which is a method that combines quantitative and qualitative research sequentially, where the first stage of research is conducted using quantitative methods and the second stage with qualitative methods. Data collection techniques were conducted through questionnaire surveys, in-depth interviews, and Focus Group Discussions (FGDs).

The result of the research is a reputation management system for private HEIs through PR empowerment by fulfilling 5 (five) factors that affect reputation, namely accreditation, quality of graduates, human resources, ranking, and leadership. PR as an interface element of reputation to and from internal and external stakeholders of private HEIs must understand its role and duties very well using the right communication channels and PR tools to support reputation. The success of the reputation management system must also anticipate negative factors that have an impact on the decline of reputation for private HEIs.

Keywords: Private HEIs, Reputation Management, Public Relations, Reputation Factors.

DAFTAR ISI

HALAMAN SAMPUL	i
HALAMAN PERSETUJUAN	ii
HALAMAN PENGESAHAN	iii
HALAMAN PERNYATAAN KEASLIAN PENELITIAN	iv
KATA PENGANTAR	v
ABSTRAK	vi
ABSTRACT	vii
DAFTAR ISI	viii
DAFTAR TABEL	ix
DAFTAR GAMBAR	x
DAFTAR LAMPIRAN	xi
DAFTAR SINGKATAN/SIMBOL	xii
DAFTAR ISI	
BAB 1 PENDAHULUAN	
1.1 Latar Belakang	1
1.2 Identifikasi Masalah	9
1.3 Batasan Masalah	10
1.4 Rumusan Masalah	10
1.5 Tujuan Penelitian	10
1.6 Manfaat Penelitian	11
1.7 Urgensi Penelitian	11
BAB 2 STUDI PUSTAKA	12
2.1 Perguruan Tinggi Swasta	12
2.2 Reputasi	13
2.3 Manajemen Reputasi	15
2.4 Hubungan Masyarakat	21
2.5 Pemberdayaan Humas PTS	21
2.6 Pemangku Kepentingan (Stakeholders)	27
BAB 3 METODE PENELITIAN	29
3.1 Metode Penelitian dan Analisis Data	29
3.2 Pelaksanaan Penelitian	32
3.3 Responden dan Informan Penelitian	35
3.4 Diagram Alir Penelitian	35
BAB 4 HASIL PENELITIAN DAN PEMBAHASAN	36
4.1 Langkah Kerja Penelitian	36
4.2 Kerangka Kerja Konseptual Penelitian	38
4.3 Data Hasil Penelitian	39
4.3.1 Tahap Pertama: Studi Tentang Pemilihan PTS dan Saluran Informasi	39
4.3.2 Tahap Kedua: Studi Tentang Pemahaman Reputasi	45
4.3.3 Tahap Ketiga: Studi Faktor-faktor yang Mempengaruhi Reputasi PTS	50
4.3.3.1 Aspek Akreditasi	59
4.3.3.2 Aspek Kepemimpinan	61

4.3.4 Tahap Keempat: Studi Kehumasan PTS	62
4.3.5 Tahap Kelima: Studi Pemberdayaan Humas PTS (Peran dan Tugas)	68
4.3.6 Tahap Keenam: Studi Pemberdayaan Humas PTS (Saluran Komunikasi dan Perangkat Humas)	79
4.4 Pelaksanaan Focus Group Discussion (FGD)	90
4.5 Pembahasan Keseluruhan Hasil Penelitian	100
4.6 Novelti Penelitian	101
BAB 5 PENUTUP	103
5.1 Kesimpulan	103
5.2 Implikasi Hasil Penelitian	103
5.3 Limitasi Penelitian	104
5.4 Saran	105
5.5 Luaran Hasil Penelitian	106
REFERENSI	107
LAMPIRAN	119
Lampiran 1. Peserta FGD (Ruang 1)	119
Lampiran 2. Peserta FGD (Ruang 2)	120
Lampiran 3. Peserta FGD (Ruang 3)	121

DAFTAR GAMBAR

Gambar 1.1	Jumlah PT di Indonesia	2
Gambar 1.2	Akreditasi PT di Indonesia	4
Gambar 1.3	Akreditasi Prodi di Indonesia	4
Gambar 1.4	Akreditasi PTS di LLDIKTI Wilayah III Jakarta (dalam persentase)	5
Gambar 3.1	Metode Penelitian Mixed Method (Creswell, 2003)	31
Gambar 3.2	Kerangka Berpikir Manajemen Reputasi PTS	33
Gambar 3.3	Elemen-elemen Reputasi Universitas Model Mateus Acosta (2022)	34
Gambar 3.4	Diagram Alir Penelitian	35
Gambar 4.1	Alasan Utama Pemilihan PTS	40
Gambar 4.2	Saluran Komunikasi Untuk Mencari Informasi Tentang PT	43
Gambar 4.3	Faktor-faktor Yang Mempengaruhi Reputasi PT	54
Gambar 4.4	Paristiyanti Nurwardani (Kepala LLDIKTI wilayah III Jakarta, 2022-2023), Agustinus Purna Irawan (Rektor Untar), dan Paula T. Anggarina (Ka. Humas Untar)	55
Gambar 4.5	Citra Larasati (Medcom.id), Yohanes Enggar (Kompas.com), Syarief Oebaidillah (Media Indonesia), dan Yugih Setyanto (Kabid. Eksternal Untar)	57
Gambar 4.6	Ade Alawi (Pemred. Media Indonesia), Agustinus Purna Irawan (Rektor Untar), Paristiyanti Nurwardani (Kepala LLDIKTI wilayah III Jakarta, 2022-2023), Istikomah (Radio Republik Indonesia), Glory Ojong (Direktur Corcom. Kompas Gramedia), dan Mahasiswa	58
Gambar 4.7	Pengembangan Model ke-1: Faktor-faktor Yang Mempengaruhi Reputasi PTS	59
Gambar 4.8	Humas Sebagai Ujung Tombak Publikasi Informasi	63
Gambar 4.9	Humas Sebagai Sumber Utama Informasi	64
Gambar 4.10	Pengembangan Model ke-2: Humas sebagai Elemen Interface Reputasi PTS dan Pemangku Kepentingan	66
Gambar 4.11	Humas Sebagai Ujung Tombak Publikasi	69
Gambar 4.12	Humas Sebagai Komunikator	69
Gambar 4.13	Humas Sebagai Kreator	69
Gambar 4.14	Humas Sebagai Evaluator	70
Gambar 4.15	Humas Sebagai Fasilitator dan Mediator	70
Gambar 4.16	Humas Sebagai Eksekutor	70
Gambar 4.17	Humas Sebagai Pengelolaan Masalah dan Krisis	70
Gambar 4.18	Doddy Zulkifli (Sub Koordinator Humas Ditjen Diktiristek, Pranata Humas Ahli Muda), Yayat Hendayana (Koordinator Humas Ditjen Diktiristek, Pranata Humas Ahli Madya), dan Paula T. Anggarina (Ka. Humas Untar)	75
Gambar 4.19	Agus Setyo Budi (Kepala LLDIKITI wilayah III Jakarta, 2020-2022)	76
Gambar 4.20	Pengembangan Model ke-3: Peran dan Tugas Humas Untuk Mendukung Reputasi PTS	79
Gambar 4.21	Saluran Komunikasi	80
Gambar 4.22	Perangkat Humas	86
Gambar 4.23	Pengembangan Model ke-4: Saluran Komunikasi dan Perangkat Humas Untuk Mendukung Reputasi PTS	88
Gambar 4.24	Dokumentasi Focus Group Discussion	99
Gambar 4.25	Sistem Manajemen Reputasi PTS	102

DAFTAR TABEL

Tabel 1.1	Akreditasi PTS di Jakarta (PDDIKTI 4 April 2004)	5
Tabel 4.1	Faktor-faktor Yang Mempengaruhi Pemilihan PT	41
Tabel 4.2	Hasil Survei Pemahaman Reputasi PTS	46
Tabel 4.3	Faktor-faktor Yang Mempengaruhi Reputasi PT	51
Tabel 4.4	Rangkuman Pelaksanaan FGD	90

BAB 1

PENDAHULUAN

1.1 Latar Belakang

Persaingan antar Perguruan Tinggi (PT) semakin intensif (Lafuente-Ruiz-de-Sabando et al., 2018). Menghadapi persaingan yang tinggi di pasar pendidikan, memaksa lembaga pendidikan tinggi mengadopsi strategi keunggulan kompetitif untuk memenangkan persaingan (Thomas, 2011). Ditambahkan oleh Hardjana (2008) bahwa reputasi dipercaya sebagai syarat untuk memenangkan persaingan dan menjamin keberlangsungan hidup (*survival*) karena dalam situasi kompetisi yang tinggi, reputasi dapat menolong perusahaan mengembangkan dan memelihara eksistensinya dengan membuat strategi komunikasi yang tepat. Universitas bukan hanya sebagai lembaga pendidikan tinggi saja tetapi juga merupakan lembaga bisnis, oleh karenanya perlu menjadi perhatian untuk menarik mahasiswa, dosen, dan investasi penelitian (Azoury et.al, 2014).

Pandemi Covid-19 yang melanda dunia di awal tahun 2020, memperparah situasi sehingga berujung pada ketidakberlanjutan bisnis. Berdasarkan data World Bank yang disampaikan Menteri Bappenas Suharso Manoarfa, bahwa 60% perusahaan bisnis dunia sudah mengalami kebangkrutan (Sindonews.com, Desember 2020). Gambaran singkat di masa pandemi, juga dialami Perguruan Tinggi Swasta (PTS) di Jakarta tahun 2021. Menurut Kepala Lembaga Layanan Pendidikan Tinggi (LLDikti) wilayah III Jakarta Prof. Dr. Setyo Agus Budi, M.Sc. bahwa jumlah mahasiswa berkurang 20 ribu dari semula 661.130 di tahun 2020, menjadi 641.047 di tahun 2021 (Tempo.co, November 2021).

Situasi atau kondisi seperti di atas membawa organisasi masuk ke dalam fase krisis, yang terkadang tidak diperhitungkan, yang kemudian dapat menyebabkan kegagalan. Setiap organisasi harus memasukkan kondisi darurat dalam perhitungan bisnisnya agar selalu siap jika dihadapkan pada situasi krisis, tidak terkecuali PTS yang juga menghadapi situasi krisis, terlebih di saat pandemi, seperti dikatakan Setyo Agus Budi di atas. Berkurangnya jumlah mahasiswa, menurunnya kemampuan membayar biaya studi, berubahnya metode pembelajaran dan komunikasi berbasis teknologi menuntut semua pihak beradaptasi dan melakukan perubahan.

5.5 Luaran Hasil Penelitian

Berdasarkan penelitian yang telah dilaksanakan, dihasilkan luaran penelitian sebagai berikut:

- 1) Anggarina, P. T., Irawan, A. P., Dewi, F. I. R., & Devotyasto, M. (2023). Building the Reputation of Private Universities Based on Lecturer and Student Research Performance. *International Journal of Application on Economics and Business*, Volume 1 No. 2, 2023. pp. 695-704.
- 2) Anggarina, P. T., Irawan, A. P., Dewi, F. I. R., Noviyanto, Dhita, (2024). Media Relations Management of Private University in Supporting Reputation Enhancement. *International Journal of Application on Economics and Business*. Volume 2, No. 1, 2024. pp. 2786-2797.
- 3) Anggarina, P. T., Irawan, A. P., & Dewi, F. I. R., (2024). Improving Reputations to Support Consumer Loyalty Through Publication of Private Higher Education Performance". *International Journal of Application on Economics and Business* (Accepted)
- 4) HKI "Model Pengelolaan Perguruan Tinggi oleh Humas" dengan nomor EC 00202429128, 2 April 2024. Pencipta: Anggarina, P. T., Irawan, A. P., Dewi, F. I. R. (Granted)
- 5) Anggarina, P. T., Irawan, A. P., & Dewi, F. I. R., (2024). Higher Education Reputation Management Through Increasing The Role of Public Relations. *Humanities and Social Sciences Letters*, Scopus Q3, ISSN:2312-4318 (Accepted)
- 6) Anggarina, P. T., Irawan, A. P., & Dewi, F. I. R., Dhita, Eunice, Andriew, Canan, (2024). The Role of Private University Leaders In Building Reputation Through Institutional Accreditation. *International Journal of Application on Economics and Business*. (Accepted)

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