High Integrity, Low Publicity: Research Performance of Professors in Indonesian State Islamic Universities

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ABSTRACT

This study aims to analyze the performance of the published research results by professors in three State Islamic Universities (UINs). By using descriptive–qualitative analysis and quantitative data reading, this study analyzes the research outputs of lecturers with a full professorship in the State Islamic Universities from January to October 2019. The research finds that most of the professor's research results were not published whether in the form of books or scientific journal articles. 60% of the professors have a lack of understanding of the open journal system, which causes a low level of publication among them. One program that is very effective in helping them to increase the productivity of the publications is a program of publication assistance. The well-versed information technology assistants help the professors to get familiar with the information technology. This study adds to the existing literature regarding the research performance of

university professors, especially in understanding what factors that hinder the publication performance of State Islamic University professors in Indonesia.

Keywords: Muslim professors; low publication; high integrity; Islamic university; assistance system for publication.

INTRODUCTION

In recent years, the issue of evaluating research results has played a central role in higher education internationally, more so by the public policies adopted by the European Union and the countries that followed the Bologna Declaration II in 1999 and the Lisbon Strategy III in 2000. International academic issues that are in the spotlight, apart from themes and methods, are research results, especially in the social sciences and humanities.[1] Academics view social science as important to study its variables to produce an even more important social impact in community capacity building.

The Indonesian government allocates several funds for the research activities of professors at several State Islamic Universities. The impact of research conducted by professors at the State Islamic University has not been informed measurably, as well as its development has not been mapped, both in terms of publications and the impact of social engineering on society. This requires serious study in the form of patterned and programmed research.

Research output is the goal of every country and is even used as a measure of international reputation. Countries in the world are currently being assessed for the quality of their human resources in terms of productivity and the quality of their academic research, both in the form of impact factors and real impacts. Many countries in the world use several parameters to measure the level of progress of society through research outputs. Research is no longer just a form of expression of a desire to know something and scientific art, but as a parameter of national development and an instrument for measuring the international quality of a country's human resources.

Professors are important assets of higher education institutions and the main proponent of institutional strategic goals, and they also have a significant relationship with the credibility of the institution.[2] The more

professors, the greater the credibility of the institution.[3] On the contrary, the fewer the number of professors, the less credible the institution is. In the higher education system, professors have many roles, including the role model, mentor, protector, guardian, and ambassador of the institution.[4] For Indonesia's state Islamic universities, professors play a central role in knowledge development, that is, to produce knowledge and make it available to the public.

The Indonesian Ministry of Research and Technology has issued the threat of revoking professors' honorary benefits for those who do not publish in scientific journals. The threat is quite influential in increasing the publication of scientific works among professors.[5] However, the basic problem is not solved, namely the problem of the great uncertainty of professors in adapting to information technology.

Reading the researchers who publish their work in a discipline is essential to understanding the discipline itself and its impact. Meanwhile, documenting it makes it possible for researchers to assess their capacity in research and develop their expertise. The big problem faced by professors in State Islamic Universities is the publication of research results. They are not able to properly publish their research results, even though they have a good ability to find good and useful research results for the public.

Regarding the above, this research has succeeded in filling the research gap on mapping the research performance of State Islamic University professors that researchers have neglected. Mapping of research performance is directed at finding aspects of the research performance weaknesses of professors at state Islamic universities, especially in relation to the publication of research results, so that it will provide academic solutions to overcome the research productivity of the professors.

LITERATURE REVIEW

Ian O. Williamson and Dian M. Cable conducted a study of the productivity of professors early in their professor careers at AACSB-accredited United State business management schools.[6] Of 152 management professors, during the first 6 years of their careers, research

productivity was very high. However, over time (the addition of age numbers), the professors' productivity has various symptoms. Carleton *et al.* conducted a study of the productivity of clinical psychology professors in Canada by grouping professors based on gender and level of publication.[7] Of the 255 CPA accredited professors, the study found that most professors published between 0 and 4 articles each year. Male professors published significantly more research results than female professors.[8]

A quite interesting and unique study was conducted by Shawn Bauldry[9] about the productivity of research by assistant professors. Bauldry reported that research results conducted by 334 in 98 American sociology study programs boosted the productivity of scientific publications at the institutions where they were employed.

In terms of research integrity, there is an increasing trend of research replication.[10] A verification of research findings, as presented in journals that publish research results, triggers a demand to find the best way to look for higher standards and better integrity of research practices.[11] The abundance of data and instant, as well as massive online publications, have a significant contribution to shaping the tradition of research replication, which has a big influence on researchers' integrity.[12]

In addition to trends and topics, the output of research results was apprehended by many researchers and became global trends.[13] Mingze Wang researched the output of research results on soil monitoring, using data from 1999 to 2013. Through a complete calculation strategy of the impact factors and the number of citations for each document, Wang mapped the criteria in an integrated manner to evaluate all of the research results outputs. Wang's research shows that the publication of research results on soil monitoring presents solid growth, and the number of related articles continues to increase, along with collaboration indices, quotes, and references. As many as 18,940 articles related to land monitoring were published in various journals in 2004 on various topics, such as environment, water, geoscience, and ecology.[14]

Regarding the approach aspect, research conducted by Matthew Charles Wilson on political science illustrates that the dominant trend in political science research is a comparative approach.[15] The research

published in eight major political science journals between 1906 and 2015, according to Wilson, gave a very positive and important contribution to political research with a comparative approach and paved the way for scientists to explore more about political science.

In terms of style and design, collaborative research among professors is less research carried out in qualitative studies. States that the style of collaborative research falls into the critical zone of scarcity, even though the most appropriate research evaluation is if performed through collaborative research. Innovations from the collaborative work of a team of researchers are very hard to find, especially researchers' collaboration between countries.

Overall, the above researchers only highlighted the problem of the decline in the research performance of professors.[16] They did not focus much on the obstacles to the publication of research results, which is precisely the biggest problem among Muslim professors in Indonesia. In terms of academic integrity, professors in Indonesia uphold academic ethics, so they do not commit much plagiarism, but they have very big obstacles in terms of publishing their research results.

This study adds to the existing literature regarding the research performance of university professors. This research has succeeded in finding several factors that hinder the publication performance of State Islamic University professors in Indonesia so that their results reports are only stored in university warehouses and are not widely published to the public. This study can be used as a guide to help increase the productivity of the publications of professors in Indonesia, namely about mentoring programs by young assistants who are adaptive and well-versed to information technology. Assistants help old professors to get acquainted with information technology. In several universities in Indonesia, the mentoring program has increased the trend of publications by professors in local and international journals.

Based on the background study and literature review, three research questions were developed to guide the research process, they are:

1. How is the research publication performance of State Islamic University professors in Indonesia?

2. How is the average level of originality of research results of State Islamic University professors in Indonesia?
3. How is the average quantity of publication of research results among State Islamic University professors in Indonesia?

RESEARCH METHOD

In this study, the authors used mixed methods by combining quantitative and qualitative approaches.[17] The main raw material for this research is the research reports of the professors and the results of the questionnaires distributed to them in three State Islamic Universities in Indonesia. The author uses qualitative methods to explain in detail the findings in the questionnaire and research reports. This study uses a mixed-method, combining the descriptive–qualitative analysis with a quantitative data reading in form of the bibliometric analysis. Lately, most researchers have applied bibliometrics to analyze publication citation indexes, both journals and proceedings.[18] This study took place in UIN Bandung, UIN Jakarta, and UIN Surabaya, for five months, from January to October 2019.

Participants and Sample

The population of this research is 250 research reports of professors' research work and 98 professors from three State Islamic Universities in Indonesia in the span of five years (2014-2018). The universities are UIN Bandung, UIN Jakarta, and UIN Surabaya. The research sample is 185 research results and 85 professors, randomly taken from those universities (se table 1). The random sampling technique is a method of collecting samples randomly without considering the levels within the population.[19] Therefore, this research determined the sample by calculating the population and then determining the samples randomly from the population.[20] The calculation used Isaac and Michael's table,[21] and the result based on the population of 250, with the error rate below 1%, determined 185 the number of samples. The professors who were sampled in this study were eighty-five people from a population of 98 people.

Table 1. *Distribution of Sample Members*

Variable	Category	Frequency	Percentage
Professor	UIN Bandung	30	35
	UIN Jakarta	35	41
	UIN Surabaya	20	24
	Sum:	85	100
Research report documents	UIN Bandung	62	33,5
	UIN Jakarta	77	41,6
	UIN Surabaya	46	24,9
	Sum:	185	100

Instrumentation

This study uses two instruments, namely documentation and questionnaires. Documentation is used to collect data related to the performance, originality, and publication of the results of professors. The survey questionnaire in this study is a written questionnaire in the form of a question or statement that gives respondents the freedom to provide answers and opinions according to their wishes. There are three forms of research questionnaire, namely an open, closed, and semi-open questionnaire. The questionnaire mentioned the profile of the respondents and instructions for filling in. The technique of measuring data through this questionnaire uses a Likert scale (see table 2). The Likert scale is used to measure the attitudes, opinions, and perceptions of a person or group of people about a social phenomenon.[22]

Table 2. *Score Table*

Statements	Score	
	Positive (+)	Negative (-)
Always	5	1
Often	4	2
Sometimes	3	3
Rarely	2	4
Never	1	5

Data Collection and Analysis Techniques

Collecting data in the form of documentation was carried out directly through the Research and Publishing Center at UIN Bandung, UIN Jakarta, and Surabaya. The collection of research questionnaires was carried out via email and WhatsApp group of respondents that had previously been formed and used to send research questionnaires. This research used descriptive statistics to describe the basic features of the data in a study. Furthermore, the questionnaire received by the researcher was sorted based on university data, study program, and gender. In particular, the answer data collected from the questionnaire was tabulated for percentage based on each question for description and conclusion. In tabulating, linear statistical analysis was not used but used descriptive statistical techniques. Descriptive statistics allow a researcher to quantify and describe the basic characteristics of a data set. As such, descriptive statistics serve as a starting point for data analysis, allowing researchers to organize, simplify, and summarize data.[23]

Discussion
Research performance

This study found that the number of Muslim professors at State Islamic Universities in Indonesia is very minimal, especially female professors. Besides, the research publication performance of Muslim professors in Indonesia is very low, while the originality of the research is very high. There are only a few professors at the State Islamic Universities, especially the female ones (see table 3).

Table 3. *Number of professors based on sex*

Variable	Category	Frequency	Negative (-)
Gender	Male	73	85
	Female	12	15
	Sum:	85	100

Table 3 above shows a very big gap between the number of female and male professors. The stark contrast proves that there is still gender bias at the universities. The situation accordingly affects the number of

research results of female professors. The average professors at State Islamic Universities are over 40 years old. Based on the collected data, the number of professors under 40 is very low, with only 4 people. Meanwhile, there are 81 people over the age of 40 years.

Table 4. *Number of professors based on age*

Variable	Category	Frequency	Percentage
	Under 40 years	4	5,7
Age	Over 40 years	81	94,3
	Sum:	85	100

Furthermore, data of 85 professors indicate that 57 professors at the State Islamic Universities wrote less than 5 research articles in a year. Meanwhile, 17 professors write only 1 research article in a year, and 5 people never write at all for a year. Only 6 people write more than 5 research articles annually (see table 5).

Table 5. *Article writing in a year*

Variable	Category	Frequency	Percentage
	< 5	57	67
Writing	> 5	6	7
	1	17	20
	0	5	6
Sum:		85	100

Regarding the research motives of professors in Indonesia can be seen in Table 6 below.

Table 6. *Research motivation*

Variable	Category	Frequency	Percentage
	Knowledge development	31	17
Motivation	Promotion requirements	44	24
	Research fund	110	59
Sum:		185	100

Table 6 shows that the majority of professors research if they receive research funding aid from the institution where they work, as is commonplace in many places.[24]

Meanwhile, descriptive methods tended to be the most preferred method by professors of the State Islamic Universities in 2014-2018. Other methods are library research, surveys, experiments, and comparatives (see table 7).

The descriptive method is used in 55% out of 185 (102 research). The second most favored one is the literature study, which reaches 15% (27 research). The survey method is 13% (24 research). The comparative method is 10% (19 studies). The least preferred method is the experimental method, which is 7% (13 research). Of all the methods used in the research above, qualitative data analysis techniques are more dominant than quantitative analysis. Only 19 reports, or 10% of the research, utilize quantitative techniques. On the contrary, research with qualitative techniques reaches 130 research or 70%. The mixed quantitative and qualitative technique is 20% (36 research).

Table 7. *Data analysis techniques*

Variable	Category	Frequency	Percentage
	Qualitative	130	70
	Quantitative	19	10
Approach	Mixed	36	20
	Sum:	**185**	**100**
	Descriptive	102	55
	Literature	27	15
Method	Survey	24	13
	Comparative	19	10
	Experimental	13	7
	Sum:	**185**	**100**

Table 7 illustrates that social sciences predominate the science and knowledge development in the State Islamic Universities, while natural sciences lag far behind. This is a social capital for the direction of those universities. The institutional policy framework related to development

must take into account the data analysis methods and approaches developed and expounded in the professor's research. When there is a large tendency to analyze data qualitatively, the institution does not have a fundamental reason to develop natural sciences.

The reason behind the quantitative methods being the least preferable is that the professors believe that the approach is not strong enough to develop a theory and to narrate the difference between the influential variables on a studied phenomenon. In this case, as stated by Kari Lukka, quantitative research has a limited capacity to produce research results that present new insights.[25] The proportion of the data analysis approach used by professors in State Islamic Universities is presented in the following table.

The limited use of quantitative techniques cannot be attributed to difficulties in obtaining quantitative research theory because various quantitative research results are found in numerous journals. Perhaps, this is due to the lack of instruments and research steps with quantitative methodologies. Other than that, the social sciences have a different character. Meanwhile, the use of qualitative techniques that are dominant in the professors' research has presumably a relation with theory developments.[26] The qualitative and quantitative mixed techniques are not found in all selected research samples. This is related to the use of mixed methods, which becomes a problem in social studies. In Alise and Teddie's[27] report, there are 5% of the sample he uses from various social sciences articles using mixed methods.

Due to the vast majority of the use of the descriptive method, the professors' studies at the State Islamic Universities do not answer research problems or hypotheses but rather create new hypotheses. The additional effect of these facts and data is that the studies do not provide practical solutions to problems but only describe the problems.

Based on the collected data, it is found that most professors at State Islamic Universities occupy certain administrative positions. Of the total 85 professors at the three Universities, 52 (62%) of them administer certain positions on their respective campuses, 25 (29%) people occupy positions outside campus, and only 8 (9%) people are exempt from any administrative job.

In general, professors are in managerial positions, which have a significant effect on the level of their research productivity. Meanwhile, positions held by the majority of professors are irrelevant to knowledge management, while the professors who held a position in structural positions outside the campus are mostly involved in socio-religious fields and community organizations.

The research data showed that 10 professors could not use computers. Forty-seven professors stated they can but are not very familiar with computers, and as many as 13 professors did not provide information. Meanwhile, only 15 people are well-literate and can use a computer but do not know how to use a complicated program, such as data processing in graphs (see table 8).

Table 8. *Technology Literacy*

Variable	Category	Frequency	Percentage
	Cannot use	10	12
Computer Mastery	Not familiar	47	55
	Well-literate	15	18
	No comment	13	15
Sum:		85	100

Computer literacy among professors is a crippling problem to research independence in terms of process and outcome management. This leads to a situation where some professors have to wait for other people to assist them in data processing and data management. The inability of the majority of professors to use electronic writing tools makes them unable to properly record the knowledge development processes.

The originality of the research reports

In general, the similarity average of the professors' research reports is less than 25%. By using the plagiarism check application from Turnitin, as many as 174 results of the sample can be considered original since they did not have a similar title to other and previous research results. There is no similarity in the title, methodology, and material. Meanwhile, there are 11 research results whose titles are similar to other research results, but the methodology and material are not.

In the light of online plagiarism, there are no samples that indicate plagiarism in the studied writings. This percentage illustrates that the results of the professors' research at the State Islamic Universities belong to high integrity research. However, this high percentage of originality is not parallel to the level of professors' knowledge of plagiarism. As many as 54% of professors at the State Islamic Universities did not have in-depth knowledge about plagiarism and were unable to use relevant applications. The majority of professors have only heard of the term plagiarism but do not understand the technical meaning of the term and its parameters. As many as 14% know and can use the plagiarism checker application. 29% of professors do not know the term plagiarism at all and do not understand the applications associated with it.

The data represent a latent potential for the emergence of plagiarism among professors of the universities because of their minimal knowledge of plagiarism. Besides, this indicates that they are not able to adapt to the development of plagiarism checker technology that has become an international standard in science management. The increasing use of the internet in higher education has raised concerns about the rise of online plagiarism and virtual fraud.[28] In the United States, the number of students who admit to plagiarism in different forms is as high as 70%.[29]

In some colleges in Pakistan, 365 graduates of undergraduate and graduate programs from private and public universities have very low awareness of plagiarism. In addition, university plagiarism policies are very loose, and many respondents do not understand what plagiarism is. A large number of undergraduate graduates admit that they have deliberately plagiarized other people's work.[30] Meanwhile, in Mozambique universities, as in Coughlin's study,[31] 75% of the 150 undergraduate students' final assignments and master's thesis have plagiarized content (having more than similar 100 words in each thesis). Meanwhile, 39% of these are even worse, having more than 500-word similarities.

Publication of research results

Out of the 185 research results by professors from the State Islamic Universities, several 22 pieces of research are published in international

scientific journals and 31 researchers in local (national) journals. Meanwhile, the rest are published in proceedings (24 pieces of research), local books (25 pieces of research), teaching materials, nine pieces of research, and 74 research results are available as research reports (see table 9).

Table 9. *Publication of research result*

Category of Publication	Frequency	Percentage
Internationaljournals	22	12%
Local journals	31	17%
Local Books	25	13,5%
Local Proceedings	24	12,5%
Research reports	74	40%
Teaching materials	9	5%
Total	185	100%

Table 9 shows that most of the research reports are in the universities' storage, and it is not readily accessible to the international public. There were several reasons why they did not publish their research results. 30% of researchers are unsure that their research article would be accepted and published in respected journals. 10% use the high cost of the publishing process as a hindrance, including the cost of translation. Meanwhile, 60% of the respondents say they do not understand the publication flow in the open journal system.

Discussion

An unexpected result and important of this study is the gender factor among professors. This study found that based on the imbalance of the number of female professors with male professors in State Islamic Universities, the number of research by male professors is bigger than the number of female counterparts. Overall, there is a trend in the productivity of research performance in the world between male professors and female professors. Yves Gingras *et. al.* identify differences in research productivity, patent creation, funding, collaboration, quotations, and the factor impact between men and women.[32] Fayaz

Ahmad Lone illustrates that men have higher average productivity than women for all research productivity indicators, patent creation, funding, and collaboration across regions and disciplines.[33] Age, marriage, children, and household workload are some personal factors that greatly affect the research productivity of women.[34]

There appears to be an imbalance in numbers between professors who are still of productive age compared to the number of professors who are already unproductive. 94% of professors in the three State Islamic Universities have entered the low productivity age, while only 6% are in the high productivity age. Age is the key factor in research productivity, meaning that the older the professor is, the lower the level of his scientific productivity is.[35] [36] On the other hand, the younger the professor is, the higher the level of his or her scientific productivity usually is, and the higher their scientific productivity usually is.

The involvement of professors in structural positions becomes an obstacle to their research productivity and quality. The professors have limited time and energy to conduct research since they are too busy with management tasks. Meanwhile, their time to read books or access relevant research references is greatly reduced. Thus, they rarely update themselves in terms of research methods and other subjects related to research that is needed for the improvement of research quality.

In sum, managerial positions held by professors within State Islamic Universities are not related to their research field and duty. Instead, their administrative works are more about social activities. It is a different story if their positions have a relation to research endeavors. Research results from Damien Contandriopoulos show that those who have managerial positions in research networks are more productive than those who do not have the same jobs.[37] These positions bring professors closer to research information and opportunities. The jobs also can supply more insights, ideas, new projects, and potential performance improvements.

The appropriate managerial positions for professors are rector, vice-rector, and dean. Meanwhile, any technical positions, such as head of study programs, institutions, centers, and technical units, are not suitable for professors since these positions are more technical and

administrative that require a tremendous amount of time. Research tools mastery and literacy, in the form of information technology devices, is another obstacle to the professors' research productivity. Their inability to use information technology devices, especially among the senior professors, hinders them in the process of conducting their research and communicating their ideas through a written research report.

Based on the research results above, one of the fundamental problems experienced by Indonesian professors in the publications of their research reports is their inability to adapt to information technology. In terms of the content of thoughts and ideas, the professors have strengths and qualities, but they have considerable problems in publishing their works. They cannot access an open journal system which is now a common trend in the publication of scientific papers. Therefore, one program that is very effective in helping increase the productivity of the publications of professors in Indonesia is an assistance program by young assistants who are adaptive to information technology. The assistants can help the professors to get familiar with the information technology. The assistance program is very effective in increasing the productivity of the publications of professors, especially the senior ones. In several universities in Indonesia, assistance programs have increased the trend of publication by professors in local and international journals. Consequently, it is recommended that the Islamic state universities must allocate a special financial budget for the assistance program outside the existing publication budget.

CONCLUSION

The publication performance of the research results of professors at State Islamic Universities shows an alarming performance, this can be seen from the data found that 57 professors at the State Islamic University from 85 samples wrote less than 5 research articles in a year, 17 professors only wrote 1 research article. in a year, 5 professors never write at all for a year, and only 6 professors write more than 5 research articles each year. Meanwhile, the research results used as teaching materials are even lower, with only 9 results or 5% of the total sample.

In terms of research result publication, 60% of sampled professors did not understand the open journal system, thus hindering the publication of research results in reputable journals. The small number of research publications among professors in state-owned Islamic universities may affect the knowledge share of the public, as their findings have not been published widely.. As for research integrity, professors at state Islamic universities are quite high. However, for the benefit of research, it is not enough just to have integrity but to do publicity, so that high integrity is even more useful.

The findings of this study indicate that the research productivity of professors at various state Islamic universities cannot contribute to the development of knowledge, if their research results are not widely published. It is natural, recently that the Islamic sciences have stagnated because the professors who were supposed to develop knowledge experienced obstacles in publishing their research results. This research can answer the riddle of why Islamic sciences are not developing in a better direction, even though the budget for state Islamic universities has been allocated by the government.

In addition, the results of this research refute several opinions which state that due to inadequate government budgets, professors do not publish. This is only a small part of the reason professors do not publish. In fact, some of the most crucial barrier factors are the age of the professors who are too old and their inability to adapt to the development of publication technology.

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