

**PREPARING INTERNATIONAL STANDARD BASED TEACHER**  
**Case Study: at Business Administration Study Program, Bali State Polytechnic (BSP)**

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**Abstract**

On this globalization era that signs complicated problems, tight competition and sustainable changes is the thing that should be faced and passed by professional attitude. If that globalization claim is not anticipated well, he will be the loser at his own country, if he would like to be exist and succeed on his business and his life, like or dislike he has to prepare himself and welcome with all consequences either physically or mentally. Business world, tourism world, all life aspects and even education must be ready to face new era in the crazy competition. There is a case for instance, in the near future the foreign communities will be able to open universities in Indonesia. Regarding to problems that are getting more serious, today's universities should be ready to struggle. International Business Management at BSP as a new study program expected to be international class where everyone from all over the world can participate at that education because on the teaching and learning process have to use English, Beside English media, the class should have standard facilities, e-administration, curriculum and handout that are related to industries and qualified teachers recognized by foreign communities.

**Key words:** globalization, standard teacher

**Introduction**

The strategic plan of Ministry of Education and Culture (Ministry of Research, Technology and Higher Education) has entrusted the development of universities in Indonesia as "world class university", so that every institution needs to have sufficient supported infrastructure, one of them is a unit that particularly handles overseas cooperation. Anticipating that condition, Bali State Polytechnic (PNB) as one of advanced professional institution has taken some steps to form Cooperation unit and International Relation (UK & HI) which is related to foreign affairs. Based on the results of lecturers training for Internasional Office (IO) in Bandung 20-23 June 2012 (General Directorate of Highly Education/Dirjen Dikti, 2012), HI or "The internasional office is a gateway to global education – a technical unit which aims at accelerating internationalization program of the university".

Aims of UK and HI is as the front gate to compose work plans and materials, build and do cooperation, compose responsibilities and the reports of international cooperation. This cooperation covers cooperation with institution or private institution where one of its primary assignments is to compose draft of MoU and MoA which should be considered first, consulted to the Director before signed. The draft covers kinds, forms of cooperation and the most important thing is how these conditions can give and take benefits for both parties.

The office of International affairs (KUI) is a unit which administrate global cooperation service in the form of short term training on non degree, degree, sandwich program, double degree, and other institution cooperations with international universities that have same equality and recognition among universities (BPKLN – General Secretariate of Ministry of Higher Education).

The principle of MoU concept states that both parties desire to cooperate for some programs in certain times and can be sustainable based on each party decision. Usually, if there is no problem or case happens during prior period, that international cooperation can continue and later revised and modified to be better so that both can get more benefits. One of MoU articles, beside for advanced study either for students and lecturers, joint research, training and job training, culture exchange program such as student visit to know kinds of dances, sports, music, hand made batik, tourist resort visit and Indonesian study

The case study explained on this writing begun from "Culture Exchange Program" (CEP) done by Rajamangala University of Technology (RMUTP) Phra-Nakhon Thailand that lasts for 10 (ten) days. Prime Program lasted from 18-27 May 2010 joined by 21 students consisting of 2 (two) lecturer counselors and 19 (nineteen) best students from some different faculties and departments at RMUTP. The dance presented, absorbent power ability either to learn dance, make batik, carve and study Indonesian language are better compared to other average BIPA students.

Seeing from point of view of kinds and activities time, the existence of participants above are more often outside of campus than inside campus. For outside campus program, they are concentrated more on tourist resort visit, small industry centres and crafts like carving art, painting art, batik art which attract the

participants most. The campus activities run every morning for 7 (seven) times which are divided into two sessions. The sessions consist of (a) lecture about culture especially Balinese cultures which focus on tourism industry contacted culture, and (b) Indonesian language learning.

In regard to Indonesian language learning that allocates 90 minutes each session, assigns two BIPA teachers which their English background run effectively, due to systematic done preparation, so that based on "feed back" form distributed, the enthusiasm of participants are incredible, even most of them said that the Indonesian language learning time is so little and for the next it needs increased. Generally "CEP" gains positive impacts for both parties, so that it is able to share in accordance with culture diversity study, encourage the lecturer exchange and students and scholarship grant. It can be said that CEP can maintain established relation becomes better and as the BIPA occurrence inspirator.

They are some steps prepared and done by supervisor of "CEP", long days before program realization, they are through some internal meeting that cover activities inside campus (education) and outside campus (likely tourist resort visit, crafter and industry centre visit and also deepening about social culture. For education categories or inside classroom activities focus on learning inside classroom such as syllabus preparation, topic discussion, hand outs and class assessment. Based on the explanation above, this paper will discuss things related to (a) commencement of BIPA, (b) student scholarship stipend program of Indonesian Republic (RI), and (c) from BIPA towards international campus, (d) international class on Business Administration Study Program.

## **2 From BIPA "Culture Exchange Program" toward Institution Internationalization on Business Administration Study Program**

### **2.1 Commencement of BIPA**

Legally and formally, BIPA at PNB began when International Relation Section (HI) was made on cooperation unit in 2008. Since then, has been assigned in order that HI section contrives foreign cooperation and empower campus to train foreigner to study either culture, language or certain science sphere. The things which are chosen and decided by Director to undertake is by opening chance for foreigners who desire to learn culture and especially Indonesian language and some other steps including the establishment of Language and Culture Centre (LCC) that offers English, Japanese and French language service for local people and Indonesian Language learning service for foreigners.

The existence of HI and LCC, eventhough it is not maximum yet but it has played role on contribution in preparing "campus internationalization" as hoped and strategic plans of Ministry of Education and Culture (Kemendikbud on the time). HI section has duties to build new cooperation, maintain the existed cooperation relation and improve relation quality with this foreign partner, on the their further movements and steps always inform and enclose BIPA programs as one of favored programs.

On period of time which is less than 5 (five) years, tends of programs have been made with many kinds of activities, likely the existence of guest speaker, then do collective research, learn to cook Indonesian food, under exchange culture programs by students. This last program which inspires first on BIPA learning as one of the contents from this program. Having more effective learning, the early preparation and later until the lecture and lecturer evaluation done.

The existence of HI and LCC give chance for foreigners to study language and culture, either personals or sent studying by companies where they work at. This activity has been run by this department either at campus or outside of campus, because many PNB teacher staffs also actively involved at Education Institution outside campus as part timer. BIPA is more seriously undertaken when RMUTP Thailand activities sent its best students on May 2010, 2012, and 2014. Preparation by preparation done systematically and involve language teacher and competent staffs in administration department and education management. Coinciding with that preparation, BIPA program offer which is conveyed by BPKLN Higher Education/Dikti through student scholarship program is warmly welcomed by PNB management particularly Vice Director IV who arranges development department and institution cooperation. Flushing of "fund" aids and students selected either by Higher Education/Dikti or Education Attache at Republic of Indonesia embassy, have special attention to be followed up since 2009 until now. The first step done is by inviting all lecturers of English, Japanese, Indonesian and teachers experienced in teaching foreign students to make commitment together. Unconsiously, those bright idea which develop institution got supports from 24 teachers agree and later play role and involve actively.

### **2.2 Scholarship program of Republic of Indonesia (RI)**

Scholarship program of Republic of Indonesia is Scholarship Program of Indonesian government which is financed by Ministry of Education and Culture and it has lasted since 5 years ago. That scholarship is offered to foreign citizens who have diplomatic relation with RI to study cultures likely arts, handicrafts, and Indonesian language that aims to increase the interest of foreigners to know culture and Indonesian

language so that it can help make understanding and closer friendship among the countries which are friends (brochure: scholarship of RI, 2013)

The existence of scholarship pioneered by that BPKLN Higher Education/Dikti is a good chance to do BIPA that has become internal commitment. Realized that the scholarship operational fund aid is not enough for a year operational, even if it is still maintained to give atmosphere and positive effects for community of scholar. That is Mr. Dewa Made Suria Antara (2011), Vice Director IV PNB, ever clarified that scholarship program can open campus people view that there are foreigners who study and pass by at campus so that it will encourage the campus people to make their campus more colorful academically, performance and all aspects will be more more qualified.

Furthermore, Suria Antara, step by step in certain time will lead his institution encouraging campus people to develop international class started from Tourism Department as a pioneer and followed by other departments. Before the international class can be started, realistic thought followed by consistent action and continuously to struggle with scholarship students.

#### The participants of Dharmasiswa scholarship program from the first year until now

Participant of scholarship program at Bali State Polytechnic

Generation	Year	Amount	Country of Origin	Remark
I	2009	5	USA, East Europe	
II	2010	5	Mexico, Polandia, USA	
III	2011	16	East Europe, Japan	
IV	2012	15	Asia, Europe, USA	
V	2013	22	Rusia, Ukraina, India	
VI	2014	11	Japan, Australia	
VII	2015			September 2015

Source processed from : UKPHI (2014)

In bringing about the scholarship students, those students may directly choose the place where they would like to study culture and Indonesian language, refer to information from brochure and online media which has been installed. Particularly for PNB, the strategy in bringing about the students is through international institution which have international cooperation eventhough until now it can not be said successful but those steps and efforts are good step to be continued. One thing that can not be forgot is that on selecting the students, should considered which country they are from, so that there will not be too many participants from the same countries that cause bad impacts for learnig process due to certain nomination.

#### 2.3 From BIPA toward Campus Internationalization

Sriwijaya (2012) said that an independent country is a country which is outstanding in science mastery and technology over other countries where that independence can be reached through Indonesia success in realizing its education internationalization mainly higher university. A university can be said go international if it has done with outside institution and can be friend with many universities at many continents. The more work partners each country has, the stronger internationalization recognition its university has.

The definition of word "internationalization" (Jsofian, 2006) is an activity based on each consiousness, on grounds of willingness, at certain choice instead of insisted or pressure actions. Competition in campus internationalization is based on competitive excellence which conditions are arranged based on related parties agreement. Different from globalization which is unity of all life aspects, without territorial limits where all aspects might cause change, trade, human resource distribution, knowledge, science and technology and globalization pressure lies on united intergration globally from all countries through free trade process, capital movement, human resource migration, science technology which can not be controlled and prevented by rules at certain countries. Term expression and words such as like dislike, want do not want, ready not ready are kinds of expressions and statements from globalization that has been ever popularized by Mr. Soeharto last decade.

Campus can really go international, because on early stage of BIPA class usually uses full English as medium of instruction, then change percentage is done until the medium of instruction given in Indonesian fully. Although the number of BIPA students are not significant in a insitution, they are still as the image of early campus internationalization, from here it can be used as inspiration to spread out and then later each department or study program begins to use English the medium of instruction on subject learning. After that, the next step that can be done is to take initiative by adding one more subject using English as medium of instruction and et cetera, so that gradually the international class can become true more quickly.

Subject that uses English above, firstly can offered to foreign students who might follow "joint program" or "transfer credit", that lecture is handled by a lecturer who has qualification and English quality

and or lecturer staff who ever studied and graduated overseas using English. Especially lecturer who teaches using foreign language media and more developed preparation like before, should be given incentive, equal facilities and appropriate appreciation.

There is a thought that institution that does not have developed human resource to do such programs likely "joint program" or "transfer credit" yet, the learning and BIPA education that covers culture including Indonesian language can be offered as an interesting thing, fun for foreign students. So as National Study Service Scheme program to villages can be a unique and specific commodity and might attract student attention to start studying. If it is classified well developed on BIPA programs or other programs, it should be exist and still inserted materials about culture so that those programs have sale value/additional value, it might also includes tourist package, culinary festival and culture events like art festival.

International class, it is not just a class in which on its learning process use foreign language fully (read: English) but it is an English class that also applies pattern, culture and technology at the country where English is used with all model forms. So, foreign citizens who join international class does not get or study using English media only but supported by equipment and infrastructure that reflect international campus likely having "Resource Centre" which "up to date" where can access and get information or needed materials quickly and accurate. Comfortable class infrastructure with good equipment multi media or other supported equipments. Besides, the lecturer preparedness who has work contract with students, so that they know what they will learn and how the process and evaluation step are done.

The spirits and ambitions from campus director to realize internationalization campus, often said as by higher education (Dikti) to be shaped and it is not easy work. In the middle global competition, come into world rank is such a dream for many universities including advanced universities either in Indonesia or in the world, improving self so that it can win the prestige rank. Living spirit on the view of campus Director is positively observed, not only related to vision and mission but also the model project effects toward learning teaching process.

Tasroh (2012) comments on suara merdeka.com saying that campus internationalization does not mean to eliminate or leave local genius, use one academic language or looking for celebration and ceremonial certification label only but also to internationalize campus which can be designed based on specification and local possessions, then wrapped well to be developed competitive power in global scale. The peculiarity owned by Japanese education that has the lowest ability in the world, it turn out that Japanese education is able to create its citizens to be incredible so that Japanese citizens can be "leader" on global level education. Because global standard based education level in Japan is not dominated by higher education which "English based" but infact uses "Japanese based" (the use of Japanese language in the world level academic association).

#### 2.4. *Class Internasional on Business Administration Study Program.*

Since 2012/2013 the Business Administration Study Program of Bali State Polytechnic (PNB) opened Study Program D IV on International Business Management that aims to create graduates who have business vision with world class, so that the graduates are hoped not only perform in Indonesia or overseas but they are able to stand by their own or to be entrepreneur. Now entering the third year, some strategic step have been set to realize the vision and mission from study program that aims in short period will be nationally accredited and has international recognition. With two recognitions from independent institutions at least it can gives more trust from society and industry. To get that prestigious recognition, some kinds of things should be prepared earlier so that on that time everything will be tidily arranged based on accreditation demand. For instances, there are some standards that should be fulfilled such as standard of graduation, content, process, equipment and infrastructure, management, financing, assessment, and teachers and non teachers.

Opening international class is an utterance which is easy to say but there are enough struggle and long enough to do, but if there is a will and strong commitment and total determination, how hard it is, it will be able to be well passed and finally it will reach the goal. Opening international class, if from the beginning it is made grand designs that covers vision, mission, aims and program steps then the achievement target will be realistic and closer to be real. All pilars and existed components should be united to row the yacht together to get to the directed island. That component is the first for lecturer and staffs and management either at department or polytechnic level and also industry component who later can play role fully.

Institution director gives commitment by preparing equipment and infrastructure needed, have classes and quality standard. The staffs who are at department scope gives prima service which is fast, accurate and sure. They should be trained more either hard skill or soft skill in facing foreign students so that they feel cared and their needs can be fulfilled. Foreign culture insight increasing, information technology ability, foreign language skill become a must. So as the role of profession association and industry are very much needed because through communication with industry the institution will not be left from the information.

The last thing and the most important thing which can not be forgot is lecturers. Educator as confided on laws about teacher and lecturer (Danim, 2012:4) mention that teacher is professional educator who has primary assignment to educate, teach, guide, direct, train, assess and evaluate students. For teachers who teach at middle school education and vocational school have different assignment loads from the lecturers who lecture at universities because beside lecturing and guide the students as their primary assignment, they also have to do research and write scientific paper and do society dedication for the sake of promotion process and fulfil certified lecturer demand (serdos).

Until now, the Business administration study at Bali state Polytechnic has 49 lecturer staffs which 98% has hold master degrees, 4 staffs with Ph.D qualified and there are 5 persons having doctoral education and follow four more persons start studying this year. Seeing from the lecturer staffs who are very potensial, the more with spirit and strong reality to make Internasional Business Management to be international class is not too difficult. One important thing and should be kept is that how to keep commitment by always improving self so that the lecturer staffs still have sophisticated academic qualification.

The most struggle that might happen at international class is official communication media uses English. Lecturer staffs in transfer of knowledge either in class or on other learning process, like or dislike have to use English. Including in administration service and other needs like at library, canteen and socialization inside campus. Seeing that very high demand toward communication ability in English, so every lecturer staffs in charge have to own scientifically measured language standard, for instances having IELTS, TOEFL certificate or other measurements which is internationally recognized. Lecturer staffs are also demanded possessing evidences of scientific paper either on journal writing, conference, seminars and kinds of it which has used international communication media. Those conditions are not applied for lecturers who finish their advanced study overseas that uses English.

The most important thing that lecturers have to possess is standardized reputation like world wide recognized teaching certificate. As examples, English lecturers should have TESOL certificate that has been accredited by British English Language Centre in England, NEAS in Australia and TESL in Canada that establish similar criteria. According to The International Standard English School, the teacher qualities should have excellent ability and qualified on (1) knowledge of the subject matter, (2) patience, (3) intellectual curiosity, (4) confidence, (5) compassion, (6) achievement, (7) planning, (8) awareness, (9) mentorship, (10) maturity, (11) community involvement, (12) organization, (13) vision, (14) context, and (15) enthusiasm.

### Conclusion

Based on paper details entitled Preparing International Standard Based Teacher: case study at Business Administration Study Program, Bali State Polytechnic, can be made into some conclusions as follows:

At the beginning and growing spirit of BIPA at PNB begun from international cooperation with RMUTP Thailand, where CEP program has inserted BIPA learning inside. BIPA learning done in percentage which is still small but on preparation steps become very important points for director and all language staffs to have advanced commitment, and support BIPA spirit.

Scholarship programs strengthen BIPA existence at PNB because every year BPKLN assists management aid, management technical counselling and students. These two programs stabilize each other and both begun with staff commitment and management

Campus internationalization can be started from BIPA learning and culture, then goes to certain subjects on every department or study program, learning program through English should be increased yearly and should be ruled by lecturers who have English qualification.

Opening international class needs preparations started from a joint commitment either at directorate levels, lecturer, administration staffs, and supported by industry and alumni. Beside equipments and infrastructures, sophisticated technology based system and academically qualified lecturer preparation. Academic qualification may refer to some countries that have been world wide recognized on global context.

That is simple paper delivered with hopes that it can give maximum contribution as this meeting purposes to meet, get, share from each either as speaker or participant.

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