

Socialization of Strengthening Lecturers' Motivation and Mentality in Implementing the Tri Dharma of Higher Education

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<https://doi.org/10.31004/jerkin.v4i1.2089>

ARTICLE INFO

Article history

Received: 20 July 2025

Revised: 26 July 2025

Accepted: 01 August 2025

Kata Kunci:

Sosialisasi, Dosen, Motivasi, Mentalitas.

Keywords:

Socialization, Lecturer, Motivation, Mentality.



ABSTRACT

Penulis melakukan sosialisasi ini kepada rekan-rekan penulis untuk meningkatkan Kesehatan Mental dan Motivasi di antara rekan-rekan penulis. Rekan-rekan penulis terdiri dari lima belas dosen di beberapa universitas, yaitu UIN Siber Syekh Nurjati Cirebon, Universitas Islam Negeri Sultan Syarif Kasim Riau, Universitas Sains dan Teknologi Jayapura, Institut Agama Islam Al-Mujaddid Sabak, dan Universitas Satya Iyata Mandala. Penulis berharap para dosen yang saat ini sedang menjalankan kewajiban Tri Dharma Perguruan Tinggi tetap bersemangat dan kuat mental agar Tri Dharma perguruan tinggi dapat terlaksana dengan baik, bermanfaat, dan memajukan peradaban. Keberhasilan rekan-rekan penulis juga merupakan keberhasilan penulis secara pribadi.

The author conducted this outreach to fellow writers to improve Mental Health and Motivation among fellow colleagues. The fellow writers consisted of fifteen lecturers at several universities, namely UIN Siber Syekh Nurjati Cirebon, Sultan Syarif Kasim State Islamic University Riau, Jayapura University of Science and Technology, Al-Mujaddid Sabak Islamic Institute, Satya Iyata Mandala University. The author hopes that lecturers who are currently carrying out their obligations under the Tri Dharma of Higher Education will remain motivated and mentally strong so that the Tri Dharma of higher education can be completed well, be beneficial, and can advance civilization. The success of fellow authors is also the success of the author personally.



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How to Cite: Rabith Madah Khulaili Harsya, et al (2025). Socialization of Strengthening Lecturers' Motivation and Mentality in Implementing the Tri Dharma of Higher Education, 4(1). <https://doi.org/10.31004/jerkin.v4i1.2089>

INTRODUCTION

According to Streers and Poter, as quoted by Zearly Octorina in her thesis, motivation comes from the Latin word movere, which means encouragement, driving force, or force that causes an action or deed. This is given with the aim of enabling a person to achieve a certain goal. Meanwhile, Robbins and Judge define motivation as a process that explains the intensity, direction, and persistence of an individual to achieve their goals. Motivation according to Mc. Donald, as quoted by Syaiful Bahri Djamarah, is a change in energy within a person characterized by the emergence of feelings and preceded by a response to the existence of a goal. From the above definition, Mc. Donald put forward three important elements, namely (Ginting and Siagian 2021): a. That motivation initiates changes in each

individual. b. Motivation is characterized by the emergence of a sense of "feeling," a person's affection. In this case, motivation is relevant to a person's obligations. c. Motivation will be stimulated because of the existence of a goal.

From the three elements above, it can be said that motivation is something complex. Motivation can cause changes in energy within humans that encourage people to act or do something. According to Maslow, as quoted by Syaiful Bahri Djamarah, it emphasizes that a person's behavior is aroused and directed by certain needs such as basic needs (food, drink, rest, and so on), a sense of security, togetherness and love, the need for appreciation, the desire for success and so on. All of this occurs due to the motivational drive within a person. Motivation is a state that can activate or provide encouragement to humans to behave to achieve goals. Motivation can also be defined as a change in a person's (personal) energy characterized by the emergence of reactions and feelings to achieve a goal. From the several opinions above, it can be concluded that motivation is something that makes someone driven, moved to do something. With motivation, it can encourage someone to achieve the desired goal (Sidabutar 2020).

According to Hamalik, as quoted by Annisatul Khoiriyah, the function of motivation is as follows (Syarif Ali 2017): a. Encouraging the emergence of behavior or an action. Without motivation, no learning activity will occur. b. Motivation functions as a director, which means directing actions to achieve the desired goal. c. Motivation as a driver. The size of motivation will determine how quickly or slowly a job is carried out. Thus, it can be concluded that the motivation that exists in each individual is certainly related to a person's work, such as parents who are motivated to choose Islamic boarding school education for their children's education.

Motivation comes from the word "motive" which means an effort that encourages to do something, motive can also be interpreted as a driving force within oneself to achieve a goal. Motivation is divided into two, namely (Nuryani 2020): a. Intrinsic Motivation: Intrinsic motivation is a motive that exists within a person without any stimulation. Meanwhile, according to Winkel, intrinsic motivation is a motivation that arises within a person without the help of others. Based on the opinion above, it can be concluded that intrinsic motivation is a motivation that arises within a person without any external stimulation. b. Extrinsic Motivation: Extrinsic motivation is a motive that is active when it receives external stimulation. Thus, it can be concluded that extrinsic motivation is a motivation that arises due to stimulation from others. With the existence of intrinsic and extrinsic motivation, it will have a big influence on parents in choosing an Islamic boarding school. Because every parent has needs that can encourage parents to consider what is appropriate to their needs in providing education to their children, especially considerations in choosing an Islamic boarding school education. In addition to motivation, good mental health is also necessary for a lecturer to carry out the tri dharma of higher education as their main task.

According to (Fakhriani 2019), mental health is a harmony in life that is realized between the functions of the soul, the ability to face the problems faced, and the ability to feel happiness and self-ability in a positive way. He further emphasized that mental health is a condition where an individual is free from symptoms of mental disorders (neurosis) and from symptoms of mental illness (psychosis). Health is a set of important things that must be paid attention to and maintained, both physical, mental and social health to achieve a harmonious condition. According to WHO (The World Health Organization), health is a state of complete physical, mental, and social well-being, and the absence of disease or infirmity. The definition of health is not only related to physical health, but also to psychological health and achieving social well-being.

Asperks-Asperks of mental health according to Syamsur Yursurf LN: (Efendi et al. 2023)1) Physical: a. Normal development. b. Functioning to carry out its duties. c. Healthy, not sickly 2) Psychological: a. Respect for oneself and others b. Have insight and a sense of humor c. Have normal emotions 3) Social: a. Have feelings of empathy and affection for others, often willing to provide help to others, and often willing to provide help to people who need help (altruistic attitude). b. Able to interact with others in a healthy manner, filled with love and friendship c. Being tolerant and willing to accept others without regard to social class, level of education, politics, religion, sex, race and skin color. 4) Moral Religious: a. Believing in Allah, and obediently practicing His teachings. b. Having good morals, such as: honesty, trustworthiness (responsibility), gratitude, patience and sincerity in divination.

Because motivation and good mental health are the most important assets for lecturers to carry out the Tri Dharma of Higher Education, which is their main duty. Based on this, the researcher deemed it necessary to conduct outreach to improve lecturers' motivation and mental health in order to implement the Tri Dharma of Higher Education on their respective campuses.

METHOD

The author conducted this outreach to fellow writers to improve Mental Health and Motivation among fellow colleagues. The fellow writers consisted of fifteen lecturers at several universities, namely UIN Siber Syekh Nurjati Cirebon, Sultan Syarif Kasim State Islamic University Riau, Jayapura University of Science and Technology, Al-Mujaddid Sabak Islamic Institute, Satya Iyata Mandala University using the following problem-finding and solution-finding method:

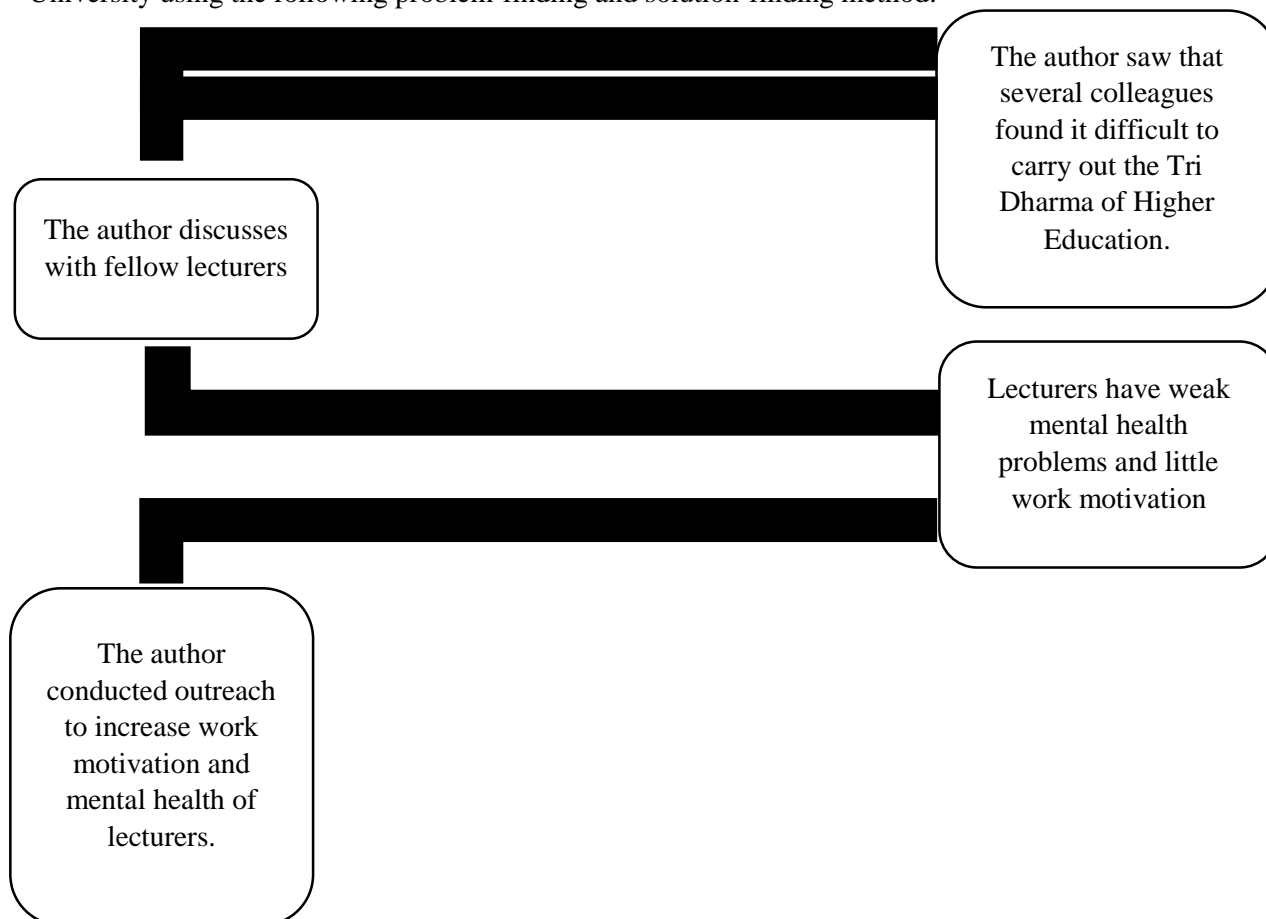


Figure 1. Problem Finding and Solution

RESULT AND DISCUSSION

Motivation and Mentality

According to Streers and Poter, as quoted by Zearly Octorina in her thesis, motivation comes from the Latin word *movere*, which means encouragement, driving force, or force that causes an action or deed. This is given with the aim of enabling a person to achieve a certain goal. Meanwhile, Robbins and Judge define motivation as a process that explains the intensity, direction, and persistence of an individual to achieve their goals. Motivation according to Mc. Donald, as quoted by Syaiful Bahri Djamarah, is a change in energy within a person characterized by the emergence of feelings and preceded by a response to the existence of a goal. From the above definition, Mc. Donald put forward three important elements, namely (Ginting and Siagian 2021): a. That motivation initiates changes in each individual. b. Motivation is characterized by the emergence of a sense of "feeling," a person's affection. In this case, motivation is relevant to a person's obligations. c. Motivation will be stimulated because of the existence of a goal.

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Socialization of Strengthening Lecturers' Motivation and Mentality in Implementing the Tri Dharma of Higher Education

Socialization is a lifelong process that concerns how individuals learn the social values and norms that apply in society so that they can develop into individuals who can be accepted by their group. According to (Kurniawati 2018), socialization is a process of social interaction through which we learn ways of thinking, feeling and behaving so that we can play an effective role in society. Socialization can also be defined as a process experienced by individuals from their society including habits, attitudes, norms, values, knowledge, expectations, skills in which there is complex social control so that children are formed into social individuals and can play roles according to what is expected by their society. Socialization has a meaning in the development of personality so that someone can live in conformity with the demands of their group and culture. Socialization is directed towards the continuity of society, social groups and culture (Bunga Govia Putri 2019).

In this article, the author socializes the issue of increasing motivation and mental health of lecturers so that they can complete their main task, namely the Tri Dharma of Higher Education. The Tri Dharma of Higher Education is the three obligations that exist in higher education. These three obligations consist of 3 points, namely Education and Teaching, Research and Development, and Community Service. With the important points that have been mentioned, those responsible for the Tri Dharma of Higher Education are not only students, but also the entire academic community on campus. In its implementation, the Tri Dharma of Higher Education is strengthened by Law Number 20 of 2003 concerning the National Education System, which states: higher education is obliged to organize education and teaching, research, and community service (Nurhakim 2022).

In other words, Tri Dharma can be interpreted as the goals that must be achieved by universities and must be implemented properly. The implementation of Tri Dharma on campus certainly has a beneficial goal, namely to create a young generation with the ability to think creatively, innovatively, and independently. Through the three points listed in Tri Dharma, it is hoped that the intellectual generation can build the nation in various sectors. So, what is the meaning behind the three points of Tri Dharma, How are they implemented, a more complete explanation is as follows: 1. Education and Teaching: You must know that education is one of the most important investments, especially in competition in the current global era. Therefore, education is a forum for preparing educated workers to be able to compete with other countries. Quoted from the journal entitled Responsibility of Tri Dharma of Higher Education in Answering Community Needs written by the Rector of Universitas PGRI Palembang Dr. Bukman Lian, M.M., MSi., CIQaR, universities are educational institutions that play a very important role in developing quality human resources to meet development needs. 2. Research and Development: In the world of lectures, research is the process of discovering concepts, theories, and information in the fields of science, technology, and also art. Research can be one of the proofs related to your understanding of learning activities in higher education. FYI, as one of the points of the Tri Dharma of Higher Education, research has many benefits, you know, Quipperian. Among them are developing students to be able to think more critically and creatively, and developing students' soft skills related to solving a problem. Not only beneficial for students, research can also be useful in answering problems that occur in society. This is because research is usually always related to needs in the development process and surrounding phenomena. 3. Community Service: Community service means that as a student you are required to go into the field to help the community by utilizing science and technology. To start service, you don't need to be confused, because usually universities have various kinds of community service programs that you can participate in (Napitu 2025).

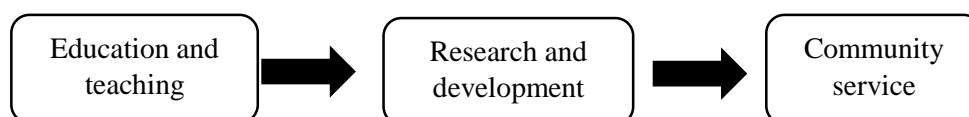


Figure 1. Tri Dharma of Higher Education

These three things are the main things that are difficult for a lecturer, where lecturers not only play a role as lecturers but also as parents of their children for those who are married, teachers for their children for those who are married, children who must be devoted to their parents, wives who must prepare for family needs, husbands who must provide for their families, and so on. The role as a human being plus the three main tasks of the tri dharma of higher education makes lecturers have to have strong work motivation and strong mental health like a robot or even more than a robot. Based on this, socialization to increase work motivation and mental health of lecturers is important for them to carry out the tri dharma of higher education. Some things that researchers socialize to lecturers to increase work motivation and mental health include the following:

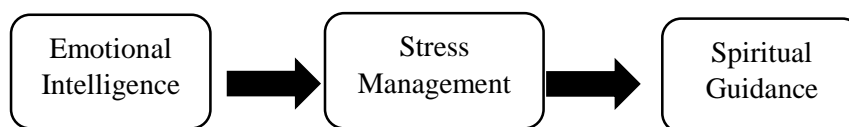


Figure 2. Socialization Material for Strengthening Motivation and Mental Health

After conducting a week-long socialization, the author hopes that lecturers who are currently carrying out their obligations under the Tri Dharma of Higher Education will remain motivated and mentally strong so that the Tri Dharma of higher education can be completed well, be beneficial, and can advance civilization. The success of fellow authors is also the success of the author personally.

CONCLUSION

In this article, the author socializes the issue of increasing motivation and mental health of lecturers so that they can complete their main task, namely the Tri Dharma of Higher Education. The Tri Dharma of Higher Education is the three obligations that exist in higher education. These three obligations consist of 3 points, namely Education and Teaching, Research and Development, and Community Service. With the important points that have been mentioned, those responsible for the Tri Dharma of Higher Education are not only students, but also the entire academic community on campus. In its implementation, the Tri Dharma of Higher Education is strengthened by Law Number 20 of 2003 concerning the National Education System, which states: higher education is obliged to organize education and teaching, research, and community service (Nurhakim 2022).

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THANKS WORD

The author sincerely hopes that fellow lecturers who are the subjects of this outreach program can live happier lives, with strong work motivation and good mental health, especially in fulfilling the Tri Dharma obligations of higher education. Furthermore, the author hopes that all lecturers in Indonesia will be able to fulfill their Tri Dharma duties better.

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