ABSTRACT

This study aims to: 1) to find out the extent of sex aggregation at Diponegoro University lecturers, 2) to express the views of lecturers regarding issues of lecturer performance in carrying out their main tasks at Tridharma, and 3) determine appropriate strategies to improve lecturer performance. at Diponegoro University. Photovoice is a method that involves participants actively participating, starting from photo assignments to telling important things behind the photos they take and choose. The subjects of this study were grouped into two, namely the main informants (participants) and supporting informants (key persons).

Data collection techniques were carried out by in-depth interviews using the snowballing technique on 12 participants (6 boys and 6 girls) from seven groups (6 faculties and 1 vocational school).

The result of the research shows that from the quantitative data, there is still a gender inequality between the number of male lecturers and female lecturers. Furthermore, photovoice is a method used in more in-depth review of lecturer performance by exploring lecturers' opinions in expressing their views, thoughts, concerns and expectations regarding issues regarding its implementation in Tridharma (education, research, and community service). Several strategies to improve lecturer performance by approaching aspects of education, research, community service, and supporting facilities were analyzed using the qualitative analysis tool atlas.ti and became one of the considerations in realizing lecturer improvement at Undip.

Keywords: sex aggregation, lecturer performance, lecturer performance improvement strategy, photovoice, atlas ti

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