



Global Advanced Research Conference on Management and Business Studies (Garcombs)

Managing Innovation: Sustaining Competitive Advantage in Dynamics Business Environment
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Submission Title : Foundation and Basic Information in Designing Performance Management System
Presentation Type : Oral presentation

To: Anton Mulyono

On behalf of the conference committee, I am pleased to write that your proposal has been accepted for presentation in oral or poster session at Global Academics Research Conference on Management and Business Studies (GARCOMBS). The conference will be held in Bandung, Indonesia at the Horizon Hotel on November 22-24, 2012. For those author(s) who did not provide key words, and number of abstract less than 280 words or more than 300 words, please resubmit your abstract by September 20, 2012, to submission-garcombs@dmb.fe.unpad.ac.id or submission.garcombs@yahoo.com.


Please send the **full paper** to be considered for the award and international journal and submit by **Oct 10, 2012**. Please follow the format how to write the full paper, which provided here: <http://www.cibmp.org/journals/index.php/ijib/about/submissions#authorGuidelines>. Full paper which submitted later than October 10, 2012, will not be considered for best paper awards and will not be considered to be published in the international journal (IJIB).

Parallel panel sessions for oral presentation begin on 23 November morning. Each presenter has **20 minutes for oral presentation** and 20 minutes for Q&A in each panel session. Presenters in poster session will have special session on November 23 (Friday) afternoon. Please send the **power point both for oral and poster presenter by October 20, 2012**. (Power point later than October 20, 2012, will not be included in the CD Proceeding). For authors who are selected on poster session, please refer to our website: garcombs.fe.unpad.ac.id, for more detail on how to prepare the poster.

Please fill the registration form attached and submitted before September 20, 2012 for early bird registration fee, and final registration is October 20, 2012. If more than one author would like to join the conference, each person needs to fill separate form and pay a fee equal to the first author. At least one author from each accepted abstract/paper must register and pay the required registration fee. Please note that there are non-refundable payments.

Thank you for participating in the Global Academics Research Conference on Management and Business Studies. All of us affiliated with the organisation aim to make this conference a success.

Yours Sincerely,


Dr. Imas Soemaryani

Foundation and Basic Information in Designing Performance Management System

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ABSTRACT

Quiet astonishing when the adopted performance management systems (PMS) in business schools are varies from one to another. Due to whatever the applied standard in business school's performance is, the real prober for the alumni is still the same, which is user or industry. Moreover, frequently in building and managing processes of PMS be based more to internal needs, so that the initiator are only person who have much concern, instead of the result from partnership and empowerment of entire staffs. Subsequently, the lack of basic information, i.e. organizational, financial & market, and product information decrease the effectiveness role of PMS in improving business school's global competitiveness.

The objective of the study is to discover the foundation and basic information for designing business school's PMS as a starting point toward incremental innovation. The study conducts through a series of descriptive study to top five Indonesia's business schools. The research stages start from literature surveys of several published article in academic journals related with the foundation and basic information that have been done in the last five years. Followed by descriptive study through observation, interviews, document reviews, and filling out the questionnaire by the dean or vice dean of academic as well as the quality assurance administrator.

The study brings about ten foundations and twenty seven criteria of basic information, which consist of: thirteen organizational environment information, seven financial and market information, as well as seven product information. The important findings are most of the business school's PMS is not complete yet and standard operating procedure for each activity is not obvious enough and often be found miscommunication to interpret or implement such standard. By implementing such finding from this research, it will be useful as a basis for top management in formulating the business school's PMS for the foreseeable future.

Keywords: Foundation; Basic Information; Business School; PMS

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