

Lecturer Performance Allowance

as a Structural Issue and the Rise of
Collective Solidarity on Social Media





Author

Aisya Sabili & Axel Xaverius T.

Editor

Ayom Mratita Purbandani

Design and Layouting

Muhammad Fanani Arifzqi



➔ INTRODUCTION

The performance allowance for state university lecturers (Tukin dosen ASN) under the Ministry of Higher Education, Science, and Technology (Kemendikti Saintek) is an integral part of the academic remuneration system. However, since 2020, its disbursement has been indefinitely delayed, while employees in other ministries, such as the Ministry of Religious Affairs (Kemenag), have been receiving similar allowances since 2015. This disparity further reinforces the marginal position of academics within the state bureaucracy, revealing how lecturer welfare remains a low priority in higher education policy-making. The uncertainty surrounding this issue has not only created unrest among academics but has also weakened the financial stability of lecturers, many of whom rely on this allowance as a crucial source of income.

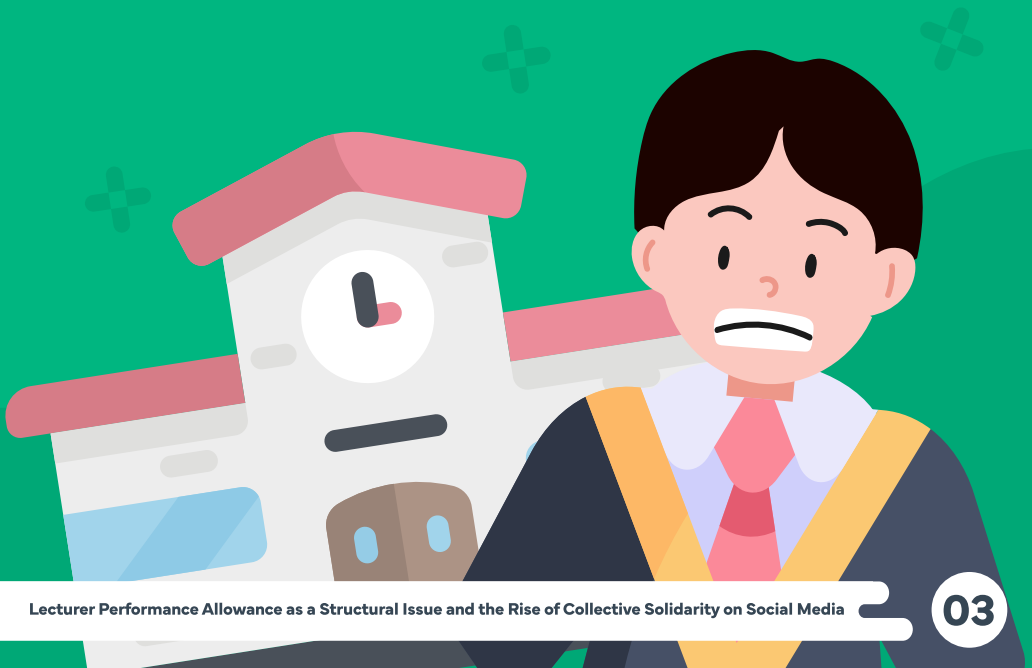


Since August 2024, resistance against this issue has grown on social media, particularly through the @tukindosenasnkemdiktisaintek_ account on X and Instagram, which has actively monitored the issue and fostered digital solidarity. Their narrative of injustice has gained strong support from various academic and activist groups, including the Alliance of State University Lecturers under Kemendikti Saintek (ADAKSI), the Labor Union of FISIPOL UGM, and other advocacy accounts. The hashtag #TukinforAll has further amplified mobilization in the digital space, consolidating a unified demand for fairness. The movement reached its peak in January 2025, when mounting public pressure ultimately forced the government to issue an official response regarding the issue.

Although digital resistance has successfully placed this issue on the policy agenda, the budget negotiation for the performance allowance remains unfavorable for state university lecturers. The government argues that the disbursement of the allowance for the 2020–2024 period cannot be covered by the 2025 budget due to financial regulations prohibiting the reallocation of funds from previous fiscal years. This decision was not driven by the urgency of academic welfare but rather by recommendations from the Ministry of Finance (Kemenkeu), which ultimately approved only Rp2.5 trillion from the proposed options. As cited from Bara (2024) in Ulasan.co,

this decision means that only 33.957 of 80.000 lecturers will receive the allowance, leaving the majority of the eligible state university lecturers in financial uncertainty. The persistence of this issue not only impacts lecturers' well-being but also erodes trust between academics and the state. The government expects high academic performance while failing to ensure the financial security that should be their right. The longer this uncertainty persists, the deeper the mistrust grows. Ultimately, this is no longer just a matter of delayed payments but a crisis of state legitimacy in managing higher education.

The weak position of academics in policy negotiations also exacerbates disparities in the academic remuneration system. Social media continues to serve as a space for lecturers to voice their dissatisfaction with what they perceive as an unjust policy. Digital resistance continues to grow, shaping social pressure that questions the government's priorities in ensuring the well-being of academic professionals. To examine this evolving resistance, this study will analyze digital discourse using Social Network Analysis (SNA) and sentiment analysis, aiming to uncover how public sentiment on social media fosters collective awareness, strengthens academics' bargaining power, and influences higher education policy decisions in Indonesia.





➔ METHODS AND LIMITATIONS IN DATA COLLECTION FROM X FOR SOCIAL NETWORK AND SENTIMENT ANALYSIS

To collect tweets from X (formerly Twitter) for this study, the Twikit library (<https://github.com/d60/twikit>) was utilized. Twikit is a Python-based scraping tool designed to extract tweets based on user-defined queries with various parameters. These queries align with the advanced search functionality provided by X, allowing researchers to filter tweets using keywords, usernames, hashtags, engagement metrics such as likes and replies, as well as a specified timeframe. For this research, the data collection process was structured using three primary parameters: keywords, hashtags, and a defined time range. The keywords applied included "tukin," "tunjangan kinerja," and "Kemendikti Saintek." The selected hashtags were #BayarTukinDosenKemDiktiSaintek, #TukinForAll, #DosenBukanSapiPerah, and #DosenDimiskinkanNegara. The timeframe for data retrieval was set between January 1 and February 22, 2025.

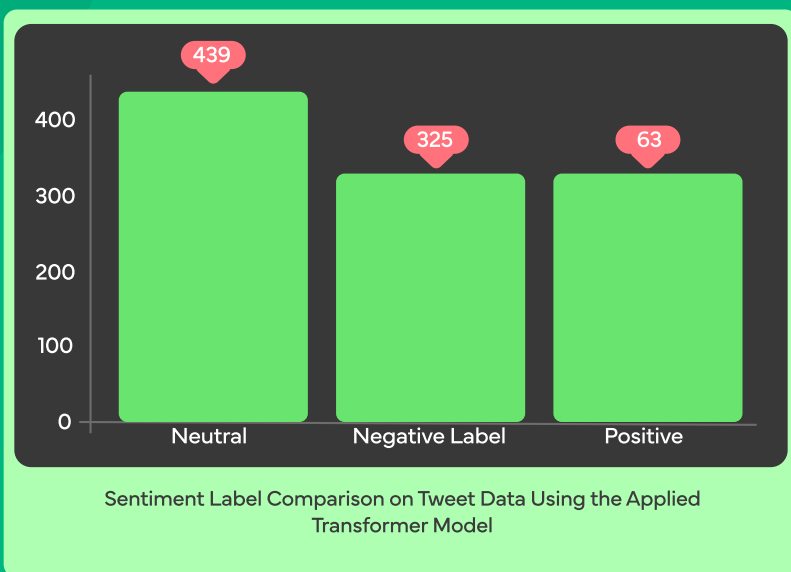
A total of 827 tweets were collected, with detailed metadata comprising tweet ID, timestamp, username, location as stated in the user bio, tweet content, reply ID if the tweet was part of a conversation thread, reply count, like count, and hashtags contained within the tweet text. The dataset was constructed to ensure relevance and contextual accuracy, facilitating an in-depth examination of social network structures and sentiment trends surrounding the issue of lecturer performance allowances.

```
RangeIndex: 827 entries, 0 to 826
Data columns (total 9 columns):
#   Column                Non-Null Count  Dtype
---  ---
0   id                    827 non-null    object
1   created_at            827 non-null    object
2   user                  827 non-null    object
3   location              588 non-null    object
4   text                  827 non-null    object
5   in_reply_to           315 non-null    float64
6   reply_count           827 non-null    object
7   favorite_count        827 non-null    object
8   hashtags              827 non-null    object
dtypes: float64(1), object(8)
memory usage: 58.3+ KB
```

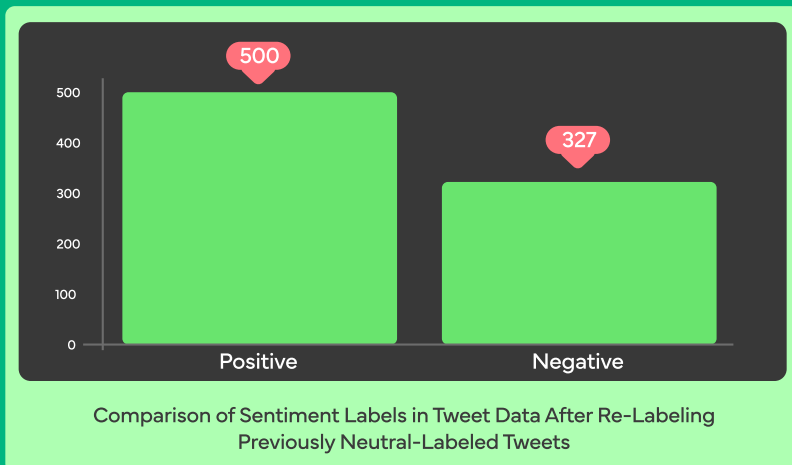
Information on Retrieved Tweet Data from X During the Data
Collection or Scraping Process

→ SENTIMENT ANALYSIS OF TWEET DATA FROM X

The collected social media data in the form of tweets underwent a cleaning process before sentiment analysis was conducted. Several preprocessing steps were applied, including removing Indonesian stopwords, eliminating punctuation and irrelevant characters, and correcting non-standard words to their proper forms. Once the tweets were cleaned, sentiment labeling was performed using a transformer-based model available at <https://huggingface.co/ayameRushia/bert-base-indonesian-1.5G-sentiment-analysis-smsa>. This model is a transformer trained specifically for sentiment analysis in Indonesian, utilizing the SmSA dataset, which consists of sentence-level sentiment annotations. The model classifies textual data into three sentiment categories: Positive, Negative, and Neutral. By leveraging this model, sentiment patterns within the dataset can be identified, offering insights into public opinion and discourse surrounding the issue of lecturer performance allowances.



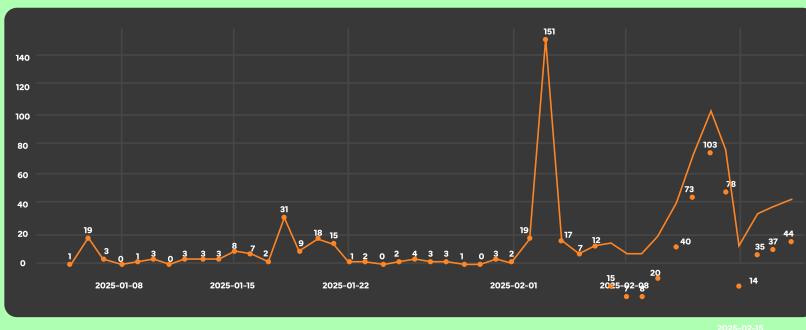
Using the transformer model <https://huggingface.co/ayameRushia/bert-base-indonesian-1.5G-sentiment-analysis-smsa>, the majority sentiment label assigned was 'Neutral', accounting for 439 tweets out of a total of 827. The second most common label was 'Negative', with 325 tweets, while 'Positive' was the least frequent, with only 63 tweets. After obtaining the sentiment labels from the transformer model, a manual relabeling process was conducted for certain tweets initially classified as 'Neutral.' Upon closer inspection, some of these tweets contained subtle sentiment indicators that leaned toward either 'Positive' or 'Negative'. To address the model's limitations in detecting nuanced sentiment, a hybrid lexicon-based approach in Indonesian was applied. The lexicon utilized in this study is an open-source Indonesian sentiment lexicon developed by Koto et al. (2017), ensuring a more refined sentiment classification and improving accuracy in sentiment detection.



After the re-labeling process using the Indonesian lexicon for tweets previously classified as 'Neutral,' the distribution of sentiment labels shifted significantly. The 'Positive' label became the most dominant, increasing to 500 tweets, while the 'Negative' label slightly increased to 327 tweets. This adjustment highlights the initial underestimation of positive sentiment by the transformer model, reinforcing the necessity of a hybrid approach to capture nuanced expressions more accurately.

➔ KEY FINDINGS FROM DATA ON X AND TIKTOK

Based on the retrieved tweet data from X, a notable spike in tweet volume was observed on February 3, 2025, with a total of 151 tweets recorded on that day.



Plot of Tweet Volume from January 1 to February 22, 2025

The findings indicate that the spike in tweet volume coincided with a demonstration held by state university lecturers with ASN (civil servant) status in Central Jakarta. CNN Indonesia, through its TikTok account, uploaded a video covering the demonstration on February 3, 2025 (<https://www.tiktok.com/@cnnindonesia/video/7467082314871278856>).

This reinforces the conclusion that the surge in tweets on that date was driven by an intense reaction from ASN lecturers regarding the delay in performance allowance payments. The demonstration reflected deep frustration and demands for greater transparency and fairness in government employment policies.

Additionally, comments from the video uploaded by CNN Indonesia on TikTok were collected to analyze public opinion and sentiment on a different platform. For the data retrieval process, we utilized an open-source repository specifically designed for scraping TikTok comments (<https://github.com/romysaputrasihananda/tiktok-comment-scraper>). The extracted data included username, timestamp of the comment, and comment text. To assign sentiment labels, we applied the same labeling process used for the tweet data, ensuring consistency in sentiment analysis across both platforms.



CNN Indonesia's TikTok Post Covering the Demonstration by ASN Lecturers (February 3, 2025)



Comparison of Sentiment Labels in Comment Data from CNN Indonesia's Uploaded Video



Word Cloud Representation of Frequently Used Words by Users on TikTok

The sentiment analysis results from TikTok comments showed a slight difference compared to the analysis of tweets from X. After the re-labeling process using the Indonesian lexicon, two comments remained classified as 'Neutral'. Aside from these, the sentiment analysis revealed that 'Positive' was the most dominant sentiment label, appearing in 155 comments, followed by 'Negative' with 146 comments, and 'Neutral' with only 2 comments. Both positive and negative sentiments reflected concern and support for the lecturers, indicating strong public engagement with the issue.

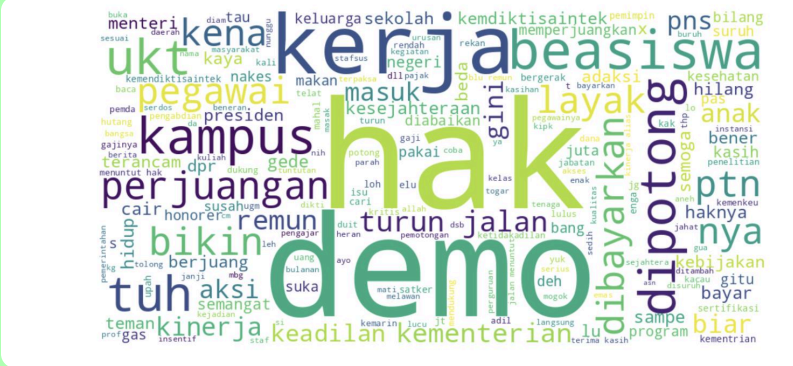
Username	Comment Text	Label
itsmehai_07	SEMANGAT NGGEH ATAS PERJUANGANNYA DAN TERIMA KASIH SEMOGA JADI AMAL JARIYAH UNTUK KALIAN ❤️	Positive
kopihitamlegam	Semangat bapak ibu dosen 🍀🍀🍀	Positive
abdimeda_id	semangat bapak ibu dosen	Positive
ltdokyuslam	sabar, jadi dosen itu sabarnya harus lebih baik dari sabarnya mahasiswa 🍀🍀🍀🍀	Positive
yusrilrang	saya mendukung dosen2	Positive
keyboardiskamar	semangat bapak ibu dosen dosenku. 5 tahun tunjangan kinerja nya tidak dibayarkan. semoga ada ujung yg indah🍀	Positive

Some 'Positive' Sentiment-Labeled Comments Expressing Support for ASN Lecturers

Username	Comment Text	Label
niiba_nemesis	tidak ada masalah mau demonya sekarang/nanti... yang harusnya dipormasalahkan kenapa sampe sekarang blm dibayarkan haknya	Negative
maifauto	memang gak pernah dapat dari dulu kak jang2 doang, lalu dingkari, ya begitulah, sedangkan kementerian tu naik 300% agar mereka tdk kelaparan katanya sri	Negative
viridago7909	saya pun heran dg metri yg 1 itu, yg namanya tunjangan dimana2 metrik 100% lah ini sampe 300%, hua biasa jolmnya	Negative
imaniyahag	Meanwhile instansi lain ada yg masih 80% bahkan dibawahnya 🍀 masih jg ada isu penghapusan gaji 13 14. Haduuu gk ikut milih doi kena imbasnya. Kacau2 indonesia ni	Negative
sarahhhx.exe	sampai sekelas dosen, guru besar, dengan sfrata pendidikan tinggi, turun ke jalan loh. innalillahi wa innaillahi Raj'pun untuk negara ini...	Negative

Some 'Negative' Sentiment-Labeled Comments Expressing Public Disappointment with the Government Regarding the ASN Lecturer Performance Allowance Issue

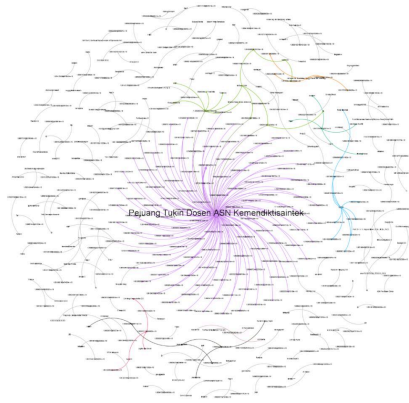
A total of 827 tweets retrieved from X reflect the solidarity of academics in advocating for the performance allowance of ASN lecturers:



Word Cloud Representation of Frequently Used Words by Users on TikTok

This wave of demands did not emerge sporadically but was rooted in an increasingly solid advocacy network. Eight collective accounts on Instagram have consistently monitored and amplified this issue, including @tukindosenasnkemdiktisaintek_, @dosen_pejuang, @tukin_dosen_asn, @asndikti.yg.tukin.nya.dirampas, @dosenasnndikti, @dosen_kemdikti_cerita, @aliansidosenasnkemdiktisaintek, and @tukin_for_all. Despite experiencing hacking attempts on Instagram, @tukindosenasnkemdiktisaintek_ remained active on X under the username @tukin_dosenASN, demonstrating the resilience of this movement even in the face of digital obstacles.





SNA Visualization of Tweet Data Shows that the Account @tukin_dosenASN is Highly Active in Replying to Tweets to Amplify and Spread the Issue of ASN Lecturer Performance Allowance.

This phenomenon is rooted in mechanical solidarity driven by shared interests. Social media has become a space where academics challenge the structures that have long restricted them. Bennett & Segerberg (2012), through the theory of "connective action", argue that political solidarity is no longer dependent on formal organizations. Mobilization is no longer dictated by labor unions often hindered by bureaucracy but instead operates through fluid digital networks. Control over information, once centralized within institutions, has now shifted to the academics themselves. The issue of delayed performance allowance payments spreads without institutional barriers, allowing public opinion to develop at an accelerated pace. What was once confined to academic circles has now transformed into a widely discussed public discourse.



IMPLICATIONS FOR ASN LECTURERS UNDER KEMENDIKTI SAINTEK

According to public sentiment on X, a negative trend related to lecturer welfare has emerged as follows:

Username	Tweet Text	Sentiment
Mochio	Di konoha para Dosen harus turun ke jalan demi bersuara ttg kesejahteraan MIRIS!!! @tukan_dosenASN #DosenDimiskinkanNegara #dosenbukarsapperah #bayartukendosenkemendikdisaintek	Negative
Kapaltua	Smpng berjuang @tukan_dosenASN Paradoks Indonesia, nurut generasi emas. Tapi para dosennya pada cemas. Efek kesejahteraannya ga ada. #kemendikdisaintek #dosenbukarsapperah #DosenDimiskinkanNegara #pendididindonesia #indonesia https://t.co/ZnVd0rLn5	Negative
Beragam Info	Uang negara untuk kesejahteraan, bukan untuk memperkaya segelintir orang. #DIGESER_UNTUK_RAKYAT https://t.co/N2abSKDKP	Negative
✖ ❖ *	@kumparan Indonesia malah sebaliknya. Ketika rakyat meminta pengapdaan anggaran utk kesejahteraan masyarakat, seperti akses kesehatan & pendidikan yang masih tertinggal, tunjangan kinerja dosen, gaji guru, upah buruh, serta peningkatan kualitas pendidikan. Pemerintah. https://t.co/D02j66cCT5	Negative
Nozz 🍷	@prabowo Terus janjinya gimana pak? Pendidikan jd nomer sekian dr program bapak selama jd presiden. 🙄 Tukan dosen kemensaintek ga diturunkan, pendidikan jd mahal, siswa tidak sejahtera, pengajar juga tidak sejahtera, hahaha lucunya negriku	Negative
distributorminggoldpenajam	@M45Broo Hasilnya luar biasa. PRK dmnas2, pajak naik, BBM naik, anggaran pendidikan dipotong. Tukan dosen gak dibayar, lowongan pekerjaan makin dikit, koruptor bahagia, pejabat sejahtera, rakyat menderita, mafia gembira, dah lengkap	Negative

Some Tweet Data from X with 'Negative' Sentiment Related to Lecturer Welfare

A study by Silitonga et al. (2024), which uses employee welfare as a mediating variable, demonstrates that the effectiveness of performance allowances has a direct and significant impact on well-being, productivity, and employee performance. Without the disbursement of these allowances, job satisfaction, productivity, and loyalty are predicted to decline by 30–40%. Given that ASN lecturers have faced delayed payments since 2020, the negative consequences on their welfare are inevitable. Uncertainty in performance allowance payments creates financial strain, particularly for those who rely on these allowances to support their livelihoods and fund their investment in research and further education. Additionally, a system that demands high productivity without ensuring financial security leads to psychological stress, anxiety, and mental exhaustion among academics, forcing them to choose between maintaining intellectual ideals or succumbing to systemic pressures to sustain their careers (Vatansever, 2023).





Furthermore, Iswaningsih (2023) found that delayed or withheld performance allowances significantly impact job satisfaction, causing a sharp decline over time. This results in reduced academic productivity, disengagement from research and teaching, and weakened institutional loyalty. Such a trend reflects a systemic failure to manage academics as strategic assets, as they are not adequately rewarded for their contributions to higher education. Academic loyalty is not merely an administrative matter but an intellectual commitment that grows alongside fair treatment and financial security.



Inequities in the remuneration system erode dedication, pushing lecturers to seek more stable opportunities elsewhere. In some cases, as studied by Szromek and Wolniak (2020) in Poland, underpaid lecturers often resort to side jobs to supplement their insufficient salaries and allowances. Similarly, Goldberg (2024) highlights that some academics even take on non-academic work to meet their financial needs, indicating a crisis in professional recognition. A critical reflection on these findings underscores that if the Indonesian government does not resolve the prolonged issue of unpaid performance allowances, universities will not only lose educators but also their ability to produce high-quality teaching innovations and research.



This situation also accelerates brain drain, where highly educated professionals, including lecturers and researchers, leave their home country for better opportunities abroad. This reflects the state's failure to retain top academic talent, which should serve as a pillar of national intellectual advancement. A survey by Akinwale et al. (2023) of 431 Nigerian academics confirmed that insufficient financial incentives were the primary reason for seeking employment abroad. A similar pattern could emerge in Indonesia. A dynamic system model analysis by Inayati et al. (2012) found that Indonesia's brain drain trend remains manageable, but without serious policy intervention, the rate could rise significantly within the next two decades. The government must develop policies that not only focus on attracting expatriate scholars back home but also prevent them from leaving in the first place by creating a more competitive academic and professional environment within the country (Inayati et al., 2012).

➔ CONCLUSION

The government's decision to allocate funding for performance allowances without addressing the needs of all state university lecturers demonstrates the weak bargaining position of academics in state policy-making. This situation is not merely a result of fiscal constraints but reflects a deeper structural imbalance. The state places academics in an unequal negotiating space, where demands for high productivity and performance are not matched by adequate welfare guarantees. When academics are valued only as instruments of education policy without equitable protection, the stability of the academic ecosystem is at serious risk. Moreover, as long as the government fails to recognize that transparency and fairness in policy-making are not just administrative concerns but prerequisites for state legitimacy in managing its intellectual workforce, this wave of resistance will continue to grow.

Restoring academics' trust in the state cannot be achieved through reactive and pragmatic policies alone, it requires a structural reform in how the state perceives and treats academic professionals—as strategic assets rather than mere budgetary liabilities. A policy negotiation approach that relies solely on fiscal considerations will not resolve this issue. The government must establish a protection mechanism for academics that is not dependent on annual budget availability but ensures a sustainable welfare scheme. A comprehensive reassessment of the academic remuneration system must become a priority, ensuring long-term financial stability and performance-based incentives that are free from discrimination.

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Center for Digital Society

Faculty of Social and Political Sciences
Universitas Gadjah Mada
Room BC 201-203, BC Building 2nd Floor,
Jalan Socio Yustisia 1
Bulaksumur, Yogyakarta, 55281, Indonesia

Phone: (0274) 563362, Ext. 116
Email: cfds.fisipol@ugm.ac.id
Website: cfds.fisipol.ugm.ac.id



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