

# UPNVJ Signs 2026 Performance Agreement for Sub-Satker Heads, Affirming Commitment to Measurable and Accountable Performance

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**UPNVJ Public Relations** - The National Development University "Veteran" Jakarta (UPNVJ) held the Signing of the Performance Agreement (PK) for the Head of Sub-Work Units within the UPNVJ environment on Friday, February 6, 2026. This activity took place at the Bhinneka Tunggal Ika Auditorium and was attended by all heads of work units within the UPNVJ environment.

The signing of this Performance Agreement is not only interpreted as an administrative activity, but also as a form of joint commitment to ensure that all UPNVJ work programs, targets, and achievements are carried out in a measurable, accountable manner, and in line with national policy directions and university performance indicators.

The performance agreement binds the responsibilities of the work unit leaders, which consist of 21 Performance Agreements for Heads of Sub-Work Units, including the heads of universities, faculties, bureaus, institutions, Internal Supervisory Units (SPI), and Academic Support Units.

UPNVJ Chancellor, Prof. Anter Venus, in his remarks explained that UPNVJ's performance in 2026 refers to four strategic targets and 11 Activity Performance Indicators (IKK), with a composition of mandatory Main Performance Indicators (IKU) and optional IKU.

The mandatory KPIs that UPNVJ focuses on include educational efficiency, graduates who work or continue their studies, students who are involved in activities or achieve achievements outside their study programs, outputs from collaborations with industry, start-ups, and institutions, university involvement in achieving the Sustainable Development Goals (SDGs), and increasing non-educational income.

"We have been obtaining the KPI since last January, and we are working to reduce the KPI to align with our strategies, targets, resources, and existing facilities," said Prof. Venus.

In addition to the mandatory IKU, UPNVJ also sets a number of optional IKUs that are considered strategic, including increasing international recognition of lecturers and strengthening the Integrity Zone towards a Corruption-Free Area (WBK) and a Clean and Serving Bureaucracy Area (WBBM) in all faculties.

Prof. Anter Venus emphasized that all 2026 performance targets must be understood as the collective effort of the entire academic community. "Performance achievements are not the work of individuals or specific units alone, but the result of collaboration and synergy across all units at UPNVJ," he emphasized.

Through the signing of this Performance Agreement, UPNVJ is optimistic that it can encourage higher education governance that is increasingly effective, transparent, and oriented towards performance achievements that have a real impact on the institution and society.

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