Abstract

This study aims to analyze the adaptive management strategies of administrators in addressing higher education dynamics, using a case study of Gorontalo Polytechnic. Universities are required to adapt to policy changes, quality demands, and internal foundation dynamics to maintain academic stability. This study uses a qualitative approach with a case study. Data collection was conducted through in-depth interviews, observation, and documentation with university leaders, educational staff, and students. Data analysis was conducted through data reduction, data presentation, and conclusion drawing, and its validity was tested through triangulation. The research results indicate that the management of Gorontalo Polytechnic implemented an adaptive management strategy through adjustments to academic and administrative policies based on standard operating procedures, strengthening internal coordination, and utilizing a digital-based administrative system, which was found to be optimal. Furthermore, the academic community played an active role in maintaining academic stability by adapting to policy changes and institutional dynamics. This adaptive management strategy contributed to management stability, improved performance, and the sustainability of the university.

Keywords: *adaptive management, university management, administration, academic community.*

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ABSTRAK

Penelitian ini bertujuan untuk menganalisis strategi manajemen adaptif pengelola dalam menyikapi dinamika perguruan tinggi, dengan studi kasus di Politeknik Gorontalo. Perguruan tinggi dituntut mampu beradaptasi terhadap perubahan kebijakan, tuntutan mutu, serta dinamika internal yayasan agar stabilitas akademik tetap terjaga. Penelitian ini menggunakan pendekatan kualitatif dengan jenis studi kasus. Pengumpulan data dilakukan melalui wawancara mendalam, observasi, dan dokumentasi terhadap pimpinan perguruan tinggi, tenaga kependidikan, dan mahasiswa. Analisis data dilakukan melalui reduksi data, penyajian data, dan penarikan kesimpulan, serta diuji keabsahannya melalui triangulasi. Hasil penelitian menunjukkan bahwa pengelola Politeknik Gorontalo menerapkan strategi manajemen adaptif melalui penyesuaian kebijakan akademik dan administrasi yang mengacu pada standar operasional prosedur, penguatan koordinasi internal, serta pemanfaatan sistem administrasi berbasis digital yang ditemukan boleh optimal Selain itu, civitas akademika berperan aktif dalam menjaga stabilitas akademik yang belum optimal,dengan beradaptasi terhadap perubahan kebijakan dan dinamika institusi. Strategi manajemen adaptif ini berkontribusi terhadap stabilitas pengelolaan, peningkatan kinerja, dan keberlanjutan perguruan tinggi.

Kata kunci: manajemen adaptif, pengelolaan perguruan tinggi, administrasi, civitas akademika.

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