IMPLEMENTATION OF HUMAN RESOURCES DEVELOPMENT AND JOB SATISFACTION AT MA UNGGULANG SYAMSUL ULUM SUKABUMI

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Abstract:

This study aims to analyse the implementation of human resource development (HRD) and its impact on job satisfaction at MA Unggulan Syamsul Ulum, Sukabumi. The research method used is qualitative with a case study approach, involving in-depth interviews, observation, and document analysis. The research location was chosen at MA Unggulan Syamsul Ulum because of its relevance to HR development and job satisfaction that has the potential to improve the performance of teaching and education personnel. The results showed that HR development conducted through training, collaboration between senior educators and new educators, as well as competency improvement programmes, contributed significantly to employee job satisfaction. In addition, this study found that high job satisfaction has a positive effect on the motivation and performance of teaching staff. Thus, planned and sustainable HR development is essential to create a productive and satisfying work environment in educational institutions.

Keywords: *Human Resource Development (HRD), Job Satisfaction, Work Productivity*

INTRODUCTION

The introduction of this study explains the background of the importance of human resource (HR) development and job satisfaction in the context of organizations, especially in the education sector (Abdullah et al., 2024). This study highlights that HR development aims to improve employees' abilities, knowledge, and skills, which in turn can increase their contribution to the organization. Job satisfaction is defined as a positive emotional state that arises from the assessment of one's work (Guest, 2017). Employees who feel that they have the opportunity to learn and develop tend to be more satisfied with their jobs and more committed to the organization (Taylor, 2014). High job satisfaction is also associated with increased employee productivity and performance.

In the context of education, the quality of teaching staff greatly influences the quality of education itself. Research shows that teachers who receive ongoing training and professional development tend to be more effective and satisfied with their jobs. Therefore, HR development that balances technical competence and character development and spirituality is very important. This introduction also identifies the

challenges faced in creating a work environment that supports Islamic educational values, as well as the importance of a comprehensive approach to HR development to achieve organizational effectiveness.

Overall, the introduction section provides a strong context and rationale for this study, as well as setting out the objectives to explore the relationship between HRD development and job satisfaction at MA Unggulan Syamsul Ulum.

RESEARCH METHODS

The research methods section of this document explains how the researcher collected and analyzed data on human resource development (HRD) and job satisfaction at MA Unggulan Syamsul Ulum, Sukabumi. This research was conducted at MA Unggulan Syamsul Ulum for three weeks, from November 3 to November 24, 2024. The method used was qualitative, which allowed the researcher to understand the situation directly in the field. Data were collected through interviews with teachers and staff at the institution, with a triangulation approach to obtain more complete information. After the data was collected, the researcher analyzed it to find patterns and meaning, not just to make general conclusions. Thus, this research methods section explains the steps taken by the researcher to obtain accurate and useful information about the relationship between HRD and job satisfaction.

RESULTS AND DISCUSSION

The Results and Discussion section of this document presents the main findings of the study on Human Resource (HR) development and job satisfaction at MA Unggulan Syamsul Ulum. The results of the study indicate that good HR development has a positive influence on teacher job satisfaction. The training and development programs implemented by the school have been shown to help improve teacher skills and motivation, which in turn have a positive impact on teaching quality. In the discussion, the researcher links the results to existing theories and literature, explaining the importance of HR development in improving job satisfaction. In addition, the researcher also discusses the challenges faced in the HR development process and provides recommendations for future improvements. Overall, this section provides a clear picture of the research findings and their meaning in a broader context, helping readers understand how important HR development is to improving job satisfaction in educational institutions.

CONCLUSION

The conclusion of this study shows that there is a close relationship between human resource (HR) development and teacher job satisfaction at MA Unggulan Syamsul Ulum. Effective HR development, through training and skills improvement programs, contributes significantly to teacher job satisfaction. When teachers feel appreciated and given the opportunity to develop themselves, they tend to have higher motivation and feel more satisfied with their work. This has a positive impact on the quality of teaching and student learning outcomes. Therefore, it is important for educational institutions to continue to support and implement appropriate HR development strategies, in order to create a supportive work environment and increase teacher job satisfaction and productivity. Recommendations for future improvements also need to be considered so that HR development can run more optimally and provide greater benefits to the entire education community.

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