



MANAGEMENT HUMAN RESOURCES IN ENHANCEMENT PERFORMANCE ACADEMIC AND NON- ACADEMIC IN MADRASAH DINIYAH AR- ROFI'YYAH CLOSE BY KRAKSAAN PROBOLINGGO

Hasanah Faiqoh Maulidah
Universitas Nurul Jadid, Indonesia
Email: hasanah@gmail.com

Abstract:

Public Relations as "Development Generator", Public Relations as development "Tools Of Promotion", Public Relations as "Absorbing and Conveying Community Aspirations", Public Relations as "Push and Pull Community participation in development, Public Relations as a "System of Balancing Physical and Non-Physical Development". Public Relations is needed by almost all forms of organizations or institutions, both commercial and non-commercial, from industrial companies, professional organizations, educational institutions, socio-cultural organizations to Islamic boarding schools. Public relations management planning is an act of determining in advance what will be done, both determining goals, targets to be achieved in accordance with what is expected and programs to be implemented. Before planning, it will first analyze the existing conditions in the educational environment related to the need assessment Implementation of Public Relations Management in Improving Open House students at PP Nurul Jadid Paiton Implementation of public relations management is the most important part of managing public relations management so that it can produce the best.

Keywords: *Public Relations, Open House, Public Relations, Islamic Boarding Schools.*

INTRODUCTION

HR management is visible often We meet at the institution . If you pay attention , a lot very the elements involved in institutions , such as man, sarpas , funds and IT. Man is asset important in HR management for reach purpose . This HR can increase with various work , innovation and creativity . The emergence of HR in institution will more easy Because management HR management is managed by humans . Through effort and work hard source Power human beings , agencies that produce quality product , p _ This can realize asset important in institution , because That source Power man need managed maximum maybe .

The Madrasah head has position in enhancement institution , where Madrasa principals have sufficient competence For management good HR management . The Madrasa head pointed managing HR for reach success . as God's word inside Surah Al Baqarah verse 30:

وَإِذْ قَالَ رَبُّكَ لِلْمَلٰئِكَةِ إِنِّي جَاعِلٌ فِي الْأَرْضِ خَلِيفَةً قَالُوا هٰمْ هٰمْ وَنَقَدْنَا لَكَ قَالَ إِنِّي أَعْلَمُ مَا لَا تَعْلَمُونَ

and (remember) when _ your god said to the angels , "I will make a vicegerent on earth

." They said , " Is You want make people who destroy and shed blood there, while we glorify praise You and purify your name ? He said , " Indeed , I know what not _ You know ”

From the letter of the Qur'an explained , HR management can interpreted as a process of recruitment , promotion , motivation , and evaluation all the necessary human resources institutionalized in achievement goal . In act act number 146 of 2012 concerning HR management article 6 section One covers planning , recruitment and selection , promotion career , performance , results and guarantees national , relations employees , as well appointment and termination as well as evaluation .

Asset important to have The Head of Madrasah is HR, HR is source power that can push source Power others , without wise human resources , management and use can utilise sources other . main function HR management ie increase donation good thoughts _ For institution to head of the madrasa to be responsible answer . HR Management _ duly in accordance with demands of modern times, therefore That source Power productive people , needed _ extensive knowledge _ to enhancement technology .

In institution No Far from the word achievement , achievement become reject measuring from implementation learning . Performance improved maximum maybe , go ahead and increase knowledge knowledge in the globalization process impact for all parties and society . Upgrade process performance addressed to Which Madrasah head can managing HR with practical and innovative . This be target main in enhancement performance academic and non- academic . Where the principal of the madrasa prioritizes learning so that you can increase performance academic and non- academic . Potency This in field academic and non- academic can produce good output success .

Through researcher 's observation do , Madrasah Diniyah Arrofi'iyah is institution under Pondok Foundation _ Boarding school Arrofi'iyah , where in field academic there is KBM activities namely consists from curriculum independent and curricula efficiency eye lesson meanwhile , non- academic there is activity learning Tartil Al - Qur'an each Evening Saturday and yellow book study with use Al- miftah method which method This adopted from cottage sidogiri a lot of pasuruans own excess from facet delivery physique book , Al-Miftah 's method own enough content _ practical and concise , that is show bullet points important and basic just .

Based on results observations made by researchers , there are various type achievements achieved by Madrasah Diniyah Ar; rofi'iyah Close by Kraksaan Probolinggo . As for the achievements obtained that is The Book Reading Competition in 2020 was held in, Education Quiz in 2021 is hosted by the city's PCNU Kraksaan , and Practice Prayers in 2021 will be held by the city PCNU krakasan .

For increase achievements in Madrasah Diniyah _ Miftahul Ulum from facet academic and non- academic he needed HR management . Where with exists HR management can hone Students For more improve performance from field academic and non- academic, either in madrasahs or outside the madrasa.

RESEARCH METHODS

This researcher uses a qualitative method, this qualitative research can produce written data, which is in the field (Sugiyono, 2015). The researcher chose this method because he found a phenomenon that exists in madrasahs, namely human resource management in improving academic and non-academic achievements in madrasah diniyah miftahul ulum jatiurip krejengan probolinggo. See from the data obtained researcher collect informant data No only just theory through _ interview , plunge field (Ismail, 2015). The goal based on field data explain How implementation HR

management can increase from facet academic and non- academic . Researcher using primary data and secondary data in the form of interview with the head of the madrasa and the asatidz and asatidzah For get improvement data performance academic and non-academic.

RESULTS AND DISCUSSION

Management in Madrasah Diniyah Ar-Rofi'iyah

Management is a process of empowerment source the power you have institution or organization For reach success . this process capable involve institutions , organizations , and people evaluation for reach goals set (Susan, 2019) . HR Management is operation , development , value , and management individual or group . HR Management interpreted as management and empowerment source existing power _ individual . HR Management can handle various concept problem _ institution .

“ *management* ” already so often meet management The same with draft organization . matter this , there good We understanding Formerly understanding organization . Management is a coordinating process activities through other people so the activities in question can obtain maximum results (output) , with approach efficiency and effective . word from understanding management is an effective , efficient and coordinated activity process _ _ _ For maximizing result . The process in question in definition This covers activity main done by the usual managers , mentioned with Functions : planning , organizing , leading and controlling . (Iswandi , 2021)

According to Malay Hasibuan HR management is governing and relational sciences _ with power Work so walk with ok . realize objective organizations and institutions , (Purnomo et al., 2021). According to Griffin management is the word of planning and taking decisions , organizing , leadership and control that exist in HR management (nd)

Function HR management is the activities carried out in management based on their respective functions and follow stages certain such as : supervision , conduct training specifically for students . besides that , function HR management has Lots for example planning do plan For achievement objective institution with adapt need Students so Can more improved performance academic and non- academic in madrasah diyah miftahul ulum that , next function organizing that is all ustad/ ustadzah given instruction so know distribution it works with appropriate . furthermore function control , HR management gives directions to the ustad/ ustazah and given notification so that you can obey rules and can more increase performance academic and non- academic . Then function recruitment , the duties of ustad/ ustadzah For Can selecting students and more _ practice method his teaching so Can increasing , yes HR selection _ so we know the main function of human resources in institution , Planning / Planning, Organizing / Organizing , Implementation , Control and supervision or controlling. This is functions HR management (Fatahullah Judy , 2018).

Objective HR management requires reciprocity _ to usability institution in a manner whole . HR Management in objective life daily can realize desired goals . _ Task the head of the madrasa manages in a manner effective , so you can obtaining good HR , HR management is part important from management public that focuses on the HR . (Almasri , M. Nazar , 2016). HR Management in Madrasah Diniyah This has long been established in this Madrasah see return exists a number of performance academic and non- academic that can be obtained by students cottage boarding school Miftahul Ulum . this _ because capable madrasa head manage HR management with ok . With exists management management source Power man so output and input will be walk in accordance with expectation . The principal of the madrasa is working The same with asatid and asatidzah To use increase performance academic and non- academic , then power structural at Madrasa Diniyah implement a number of activity form yellow book teaching and extracurricular activities _ This must followed by all students .

Implementation HR Management in Enhancement Performance Academic And Non- Academic At Madrasah Diniyah Ar-Rofi'iyah

Implementation is a process or something appropriate results (Putra, 2019) . Implementation This done with share activities and activities . Implementation is the process for apply way , strategy or series activities and expectations of others can receive also do something change with good (Nur Indah Sari, 2018). So can concluded that implementation is a process of assessing , evaluating , and measuring something activity or policy in organize or institution education islamic .

Practiced implementation _ moment activity Study teach with always develop learning with a fixed process sorogan but the learning model follow easy learning _ understood so Students more easy understand . Method sorogan , where Students read the book studied by the kyai/ ustadz . The system is kyai/ ustadz who read books and students listening , listening and giving meaning in the book . Implementing method _ system learning cottage boarding school Sidogiri . kindly public Madrasah Diniyah This apply method learning system Sidogiri .

In accordance results interview with Ustad Sudur that implementation management source Power people in madrasah diniyah miftahul ulum This apply practiced moment activity Study teaching , and administration in Madrasah Diniyah .

With matter This so madrasa curriculum development learning with process method sorogan but the learning model follow system easy learning _ understood by students and students . For delivery related comments and suggestions the increase performance academic and non- academic who have achieved , next results made material consideration For repair when madrasa diniyah miftahul ulum jatiurip krejeng probolinggo can increase to performance next . Viewed from function management , results study This show that HR management in enhancement performance academic and non- academic use planning or better process so achieved inspection _ Can produce good and necessary _ exists supervision from party certain the goal is to be consistent in completeness institution.

Factor Supporting And Factors inhibitor Internal HR Management Enhancement Performance Academic and Non- Academic at Madrasah Diniyah Ar-Rofi'iyah

In organize something problematic Certain will appear Because man is creature social . Speak about factor supports and factors inhibitor Certain will appear in organizations and institutions education . However _ headmaster always _ try cover exists factor inhibitor the . Factor supporters Already done all in HR management in Madrasah Diniyah arofi'iyah . With exists supporters so HR management can achieved goals that have been achieved . Factor supporters Internal HR management Enhancement Performance Academic And Non- Academic In Madrasah Diniyah Ar-Rofi'iyah including facilities _ infrastructure , start development computers and libraries , skills and internet network (wifi), where is the madrasah diniyah This capable increase the skill . Because That headmaster as _ party have a sense of responsibility answer in planning factor supporters the can support full management source Power human so that they can more increase performance academic and non- academic such , exists factor supporters really effect on the increase performance academic and non-academic at madrasah diniyah arofi'iyah nearly giant probolinggo .

Factor inhibitor HR management in enhancement performance academic and non- academic is lack of master's interest or teacher to management (IT) technology information only some ustad or ustazah who has interest Study technology . For matter This become inhibitor lack of oration technology and can _ kindly general IT management can help and develop whole element activity management because IT is global. However with exists factor supporters This head school always maximizing For keep away from the word inhibition that 's all activity ongoing HR management optimally . In accordance results interview with a corner teacher that factors and supporters and obstacles HR management in enhancement performance academic and non- academic this , have support with exists means infrastructure start increase like computers , cupboards paper , libraries and networks wifi .

CONCLUSION

Researcher can conclude that madasa diyah miftahul ulum jatiurip krejeng probolinggo This can conclude includes :

1. Implementation HR management in enhancement performance academic and non- academic can increase and can apply good implementation _ like book and extracurricular activities For reach goals that have been planned .
2. Factor supports and inhibitors management source Power man in performance academic and non- academic include : sarpras and start development computers , cupboards paper and internet network (wifi) Meanwhile factor inhibitor lack of interest in operation technology For activity Study teach only part asatid who have interest For learn .

REFERENCES

- Almasri, M. Nazar. (2016). manajemen sumber daya manusia: Implementasi daklam pendidikan islam. *Jurnal Penelitian Sosial Keagamaan*, 19.
- Ismail, Dr. N. (2015). *Metodologi Penelitian Untuk Studi Islam*. Penerbit Samudra Biru (Anggota Ikapi).
- Iswandi, A. (2021). Analisis Pengelolaan Manajemen Sumber Daya Manusia (Sdm) Dalam Upaya Meningkatkan Kinerja Dan Motivasi Melalui Reward System (Artikel Studi Manajemen Sumber Daya Manusia). 1(3), 9.
- Nur Indah Sari, R. M. (2018). Implementasi Manajemen Sumber Daya Manusia Pada Perguruan Tinggi Keagamaan Islam Negeri. *Journal Of Islamic Management And Bussines*, 1, 34.
- Purnomo, Moch. E., Mardi Wibowo, N., & Hartati, C. S. (2021). Nur cahya Pengembangan Sumber Daya Manusia Dalam Upaya Peningkatan Kinerja Pegawai Dinas Pendidikan Kabupaten Bojonegoro. *Jurnal Mitra Manajemen*, 5(4), 290–300. <https://doi.org/10.52160/ejmm.v5i4.531>
- Putra, P. (2019). Implementasi Sikap Disiplin di Lembaga Madrasah Ibtidaiyah (MI) dan Pembentukan Moral Anak. *Jurnal Keilmuan Dan Kependidikan Dasar*, 11, 36.
- Sugiyono, Dr. P. (2015). *Metode Penelitian Kuantitatif dan Kualitatif*. Alfabeta, CV.
- Susan, E. (2019). Manajemen Sumber Daya Manusia. *Jurnal Manajemen Pendidikan Islam*, 9 (2), 11. (N.d.)