APPLICATION OF HUMAN RESOURCE MANAGEMENT IN IMPROVING TEACHER COMPETENCE

Miftahur Rizqi
Universitas Nurul Jadid, Indonesia
Email: miftahurrizqi@gmail.com

Abstract:
The study resulted of field study in MA Darut Tauhid about the management of human resources in improving teacher competence there. The study aims to answer the academic problem of knowing the application of human resource management in improving teacher competence and to know the factors and impediments to improving teacher competence. A method used qualitatively descriptively with the string of phenomena, its data collection techniques by observing, deep interviews, and documentaries, the data analysis used is data reduction, data presentation, and conclusion retrieval, and data recon using data triangulation. The results of this study are that: 1) the application of human resource management in maximizing teacher competence begins with planning, organization, direction, and control; 2) the inclusion factor includes the support of the parents; and 3) teachers are included in a training program. The retard factor is a lack of discipline, so that human resource management professionals are as limited as the means and infrastructure that can impede the teaching and learning.

Keywords: *Improvement Of The quality, MSDM, Educators.*

INTRODUCTION

Education is the most crucial investment for a nation, especially for a developing country. Development is only carried out by humans who have been prepared for it all to be done through education. Education is vital in facing the demands of developing times full of competition in all aspects of life. Educational institutions are required to provide management and professional services to students.

Education aims to improve the quality of human resources. One of the efforts to improve the quality of education through the learning process in schools is to improve the quality of educational resources; human resources must be nurtured and developed continuously. The potential of teacher resources also needs to be designed better so that they can carry out their duties professionally and reasonably.

Moreover, there is more; the influence of fast-paced change encourages teachers to continue learning to adapt to the development of science and technology and the mobility of society. Education has a vital role in improving the quality of human resources (Dachulfany, 2017). Education greatly influences economic growth in a nation. Improving the quality of education and the quality of the government is not a separate system from the private sector and the community.

Improve teacher competence, both at the national and regional levels; this can be done by promoting training for teacher councils in order to gain broader insights so that their abilities increase; besides that, it is also necessary to improve and provide educational facilities and infrastructure, procure textbooks and media Study. However, various indicators of teacher competence have yet to show a significant increase. Based on this problem, to improve teacher competence apart from the methods above, it is also necessary to improve the quality of education.

The development of science and technology is increasingly going forward with the progress of the times; in this era, technology is very modern and sophisticated. Moreover, the existence of science and technology significantly influences today's human lifestyle and the performance of every human being, including in education (Mulyasa, 2015). Human resources have a significant role in education. Education This process cannot be separated because human resources are an essential aspect. Humans always play an active role in every organizational activity, and the learning process played by educators cannot be replaced with technology (Mas'ula & Hakim, 2023).

Education is humans' effort to acquire knowledge and skills for survival. Teachers, as educators who convey material to their students, are the spearhead in educational development. Human resource management is a method based on the institution itself, applying a collection of techniques based on the availability of quantitative and qualitative data and cultivating all components of educational institutions to continuously increase organizational capacity and ability to meet the needs of students and society. Education personnel management or educational personnel management aims to utilize academic staff effectively and efficiently to achieve optimal results while remaining in pleasant conditions (Nurmalasari & Karimah, 2020). In this regard, the personnel function that leaders must carry out is to attract, develop and motivate personnel to achieve system goals, help members achieve positions and standards of behaviour, and align individual and organizational goals.

The research "Human Resource Management in Improving Teacher Competence" aims to find out how human resource management is in increasing teacher competence and to find out the supporting and inhibiting factors in the application of human resource management in increasing teacher competence. The benefits of this research are classified into two aspects, namely the theoretical aspect that this research is expected to be input for educators. Moreover, practical aspects add insight and understanding of the importance of quality education in schools and the community.

RESEARCH METHODS

In this study, the researcher used a qualitative method with a phenomenological approach. The researcher interviewed the principal and 11 teachers by asking several written questions. The location of this research was carried out at MA Darut Tauhid because, based on initial observations, there had been a change of new school principals and was currently improving various management, especially HR management at MA Darut Tauhid, besides that the reason for choosing this location was because the location of the research location was easy to reach to save research budget, which is done independently. The data analysis technique uses three stages (Sugiyono, 2013): data reduction, data display, and conclusion drawing or verification (reducing data, presenting data, drawing conclusions or verification).

RESULTS AND DISCUSSION

Application of HR Management in Improving Teacher Competence

Human Resource Management is the management and use of existing resources. The management and utilization of resources are developed most effectively in education. In the educational process, people who work in the education sector have a strategic role in shaping the nation's personality by cultivating the desired personality and values. Even though the technology that can be utilized in the learning process is developing rapidly, education in Indonesian society still plays a dominant role. Therefore, managing academic and educational staff is an activity that must be carried out by educators and education staff entering the educational organization until the end. End the HR planning process and any training or development you may be undertaking.

Planning can be defined as the whole process of thinking and carefully determining what to do in the future in order to achieve the goals that have been set. Planning is the first step in human resource management before writing begins. Estimating activities about the condition of the workforce so that it fits the organization's needs effectively and efficiently in helping the realization of goals. The school principal will carry out human resource planning to prepare for recruiting new educators. This human resource planning will involve examining the needs of the education workforce. In order to properly plan for the need for academic staff, all prospective educational staff must meet specific qualifications. For example, an Indonesian language teacher must have completed an undergraduate (S1) degree in Indonesian. In addition to their proficiency in learning the Indonesian language, prospective teachers are also expected to have other skills, such as preparing and using various forms of educational media and operating computers.

This HR plan will be modified to accommodate the teaching staff management plan. This will ensure that the institution will be able to meet its requirements in the future by developing and implementing a comprehensive staffing strategy. HR planning is carried out before the new school year; planning includes an analysis of the needs of educational staff and qualifications as prospective educators. Teachers are also included in training and seminars to increase teacher knowledge to become professional educators. The role of human resource management gets underway after human resource planning is complete. Human resource planning is essential because human resource planning will also play a role in determining the number of teachers to be appointed.

Organizing is the whole process of grouping people, tools, tasks, responsibilities and authorities in such a way as to create an organization that can be driven as a unit in order to achieve predetermined goals. HR recruitment, orientation, and placement are the three components that comprise the HR organizing process.

Recruitment of Human Resources has been carried out appropriately. This can be seen from the recruitment procedure, which is broken down into several categories, namely the identification of educators, sources of candidates, recruitment strategies, and available vacancies to be filled. If you pay attention, implementing selection in HR recruitment has been carried out effectively to obtain the maximum positive results. The currently available data demonstrate that all currently employed educators or teachers have at least a bachelor's degree.

Human Resources Orientation has been conducted for newly appointed educators; however, implementing the orientation is still straightforward. That was the opinion of the Head of the Madrasah, who saw that most candidates who were accepted and graduated were alumni of the school, so they were sure they understood the institution's requirements. Even so, the orientation objectives can still be achieved satisfactorily. Several teachers are appointed according to their educational background, but there are also teachers who teach not according to their basic knowledge. The teacher's educational background is one of the factors considered in determining human resources.

Development as a whole process of buying encouragement works to Subordinates in such a way that they want to work sincerely in order to achieve organizational goals effectively and efficiently. The school principal's efforts to improve the quality of education are through training related to development; training on education is a way that teachers can take to increase their competence, and seminars can be a means to obtain new information. Because of this initiative, there will be more activities at school.

The availability of training programs, which may involve training or professional development, will assist in developing instructor skills or competencies. Human resource management training in general and human resource management training that has been

carried out at MA Darut Tauhid have yet to be carried out as thoroughly as possible. Training for human resources is provided only in the form of teacher working groups—namely working groups consisting of other instructors, both from the same institution or from other institutions.

Compensation is an essential function in human resource management because compensation is a sensitive aspect of work relations. Compensation is referred to as educational remuneration for the sacrifice of time, energy, and thoughts given to education; compensation received by educators already exists but is not considered sufficient for the welfare of teachers (Soetrisno, 2016). For educational institutions, the compensation offered is determined by the policies set by the foundation.

Factors supporting the implementation of HR management

Behind these obstacles are supporting factors that can facilitate the management in carrying out the organization's wheels and its work programs. Increased support from parents, students and school principals, collaboration with other parties and the provision of training programs for educators are supporting factors for implementing human resource management in improving teacher competence. Other supporting factors include increasing student involvement in the classroom. Moreover, the principal always motivates the teachers, and the principal and the teachers work together.

There is support from the head of the madrasa; the head of the madrasa certainly pays attention to the level of competence possessed by the teacher, as well as will always try to facilitate and encourage so that teachers can continuously improve their competence so that teaching and learning activities can run well. Head Madrasas can facilitate and provide broad support to teachers to carry out activities through education and training, both in schools such as teacher deliberations, discussions and so on or through educational activities or participating in various activities (Fitriyah, 2019). The existence of optimal support from the head of the madrasa will help increase teacher competence and compete in the world of education.

The head of the madrasa and the teacher must create a harmonious relationship so that they can support one another and the teacher can carry out their duties correctly and with a sense of responsibility. Madrasah heads in improving teacher performance greatly determine work success and productivity. The positive behaviour of the madrasa principal can support, direct and motivate all school members to work well together in realizing the school's vision, mission and goals. To find out how far the teacher can carry out learning, the madrasa head needs to carry out activities that can be done through direct class visits. The madrasa head can support educators, teaching staff, and all school members to realize a quality learning process. Able to complete tasks promptly and on target.

There is support from parents, which will facilitate any activities to improve the quality of education. This is because activities cannot go according to plan if there is no support in the form of ideas, energy, and funds from various parties (Sangsurya, There is support from parents, and this support will facilitate any activity aimed at improving the quality of education. This is because activities can only go according to plan with support in the form of ideas, energy, and funds from various parties (Sangsurya, Muazza, & Rahman, 2021).

Provide support and encouragement to children and advice during meetings with parents. This support team helps prepare materials, meets children's needs, and motivates each activity. For school programs to be successful, this funding must be managed fairly and equitably. Provide support and encouragement to children and advice during meetings with parents. This support team helps prepare materials, meets children's needs, and motivates each activity. For a school program to be successful, this funding must be

managed in a fair and equitable way Equally, it will be much easier for children to target their interests and develop their talents if parents and teachers work together to encourage this process.

Factors inhibiting the implementation of HR management

The lack of discipline displayed by teachers is a component that complicates the effective management of human resources. Funding for private schools of education usually comes from philanthropic donations made by private businesses, as well as contributions made by alums. The discipline of work also determines teacher performance; the lack of discipline of teachers in carrying out tasks, such as coming to school late and being indifferent to students, results in the low quality of students. Based on the problems above regarding the influence of teacher discipline on teacher performance (Agustina & Mas'ula, 2021).

In this case, discipline must be aimed at helping students prevent disciplinary problems from arising and trying to create a predetermined situation. Discipline arises from living, studying, teaching regularly, loving, and appreciating his work.

In implementing the work program, various items can become obstacles to the work program. With professional demands that limit study hours or teaching and learning activities, school principals need to be better able to manage employee management, especially in managing human resources (educators). Because not all teachers adhere to it, resulting in a lack of teacher discipline, teacher education and development are considered less than ideal. It is expected that future instructors will participate in every seminar and training. Due to their obligations, administrators need help to fulfil their responsibilities effectively. It is now their responsibility, even though each level of management already has its responsibility to tend. This may prevent the organization from carrying out its work due to responsibilities it should not. Therefore, it is essential to collaborate in realizing the work program so that it can ultimately run as expected.

Disciplining students must start with a teacher who is disciplined and authoritative; we cannot expect much to form disciplined students from teachers who are less disciplined, and discipline must also be aimed atHelp students prevent disciplinary problems from arising and try to create a good situation for learning activities so that they obey all the rules set. The discipline of work also determines teacher performance; the lack of discipline of teachers in carrying out tasks, such as coming to school late and being indifferent to students, results in the low quality of students. Based on the problems above regarding the influence of teacher discipline on teacher performance. In this case, discipline must be aimed at helping students prevent disciplinary problems from arising and trying to create a predetermined situation.

CONCLUSION

Before recruiting educators (teachers), a human resource plan is made, which includes an analysis of the needs of educators who have the qualifications and competencies needed by schools; for example, Indonesian language teachers must have a bachelor's degree in Indonesian. In the placement of human resources, seen from the educational background of prospective educators, teachers are by their educational background. Various pieces of training are held to support the improvement of teacher competence. There is support from school principals to educators in the form of involving educators in education and training activities, either carried out in schools such as teacher meetings, discussions and so on or through education and training activities outside of school. The obstacle to improving the quality of education is that there are still frequent delays in paying honorariums to teaching staff due to limited foundation funds.

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