



PSYCHOLOGICAL STRATEGIES FOR BUILDING QUALITY HUMAN RESOURCES IN MADRASAH

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Abstract:

Human resource management in the educational environment, especially in secondary schools, is the main focus in ensuring the implementation of an optimal learning process. The main aim of this research is to provide a comprehensive understanding of all human resources in an effort to improve quality HR management. This research is qualitative research which aims to understand psychological strategies for building quality human resources (HR) at (MAN) 1 Probolinggo. This research is qualitative research which aims to understand psychological strategies for building quality human resources (HR) at (MAN) 1 Probolinggo. This research method uses a qualitative approach with three main data collection techniques: participant observation, semi-structural interviews, and document analysis. The results of the research show that the psychological strategies implemented will produce students who have positive character, are able to manage stress and learning pressure, have strong social skills, and can develop holistically. By implementing psychological strategies, MAN 1 Probolinggo is committed to creating an environment education that supports students' integral growth and forms quality human resources.

Keywords: *education, human resources, psychological strategy*

INTRODUCTION

MAN 1 Probolinggo, as an Islamic-based secondary education institution with a rich historical and traditional heritage, is currently facing various dynamics and changes within the national education framework. In this context, psychological strategies are very important to achieve quality educational standards. Therefore, a comprehensive and innovative approach is needed, such as the application of psychological strategies, to improve the quality of human resources in the madrasa educational environment.

Education is the main milestone in forming a superior and quality generation. One of the crucial aspects that determines the success of forming Human Resources (HR) in the educational environment is a deep understanding of the psychological dimensions of individuals. In the midst of the dynamic development of science and technology, MAN 1 Probolinggo understands the need to embrace and implement psychological strategies as the main foundation in forming human resources who are not only intellectually intelligent, but also have high emotional intelligence.

The implementation of psychological strategies at MAN 1 Probolinggo is a progressive step in responding to the increasingly complex demands of the times. Through this approach, the school focuses not only on the transfer of academic knowledge, but also on

the development of deep psychological aspects. This initiative aims to provide training to female students to be able to manage themselves, understand emotions wisely, and build harmonious relationships in the social environment. The psychological strategy at MAN 1 Probolinggo includes a number of important aspects, such as forming a positive personality, managing stress and learning pressure, developing soft skills, and implementing a psychological monitoring and evaluation system. All of these elements are designed to provide a holistic approach in developing the character and competence of female students.

According to (Abdullah et al., 2023) in his journal revealed that one of the keys to success in the world of education is the role of female students. Female students are expected to have broad and comprehensive knowledge and experience, which can be used as methods and tools in carrying out their duties as educators. Psychology and education are two interrelated elements, especially in the context of mental problems and individual psychological activities. This linkage has an important role in examining problems that can hinder or support students' mental development during the learning process.

Other affixes from (Dalimunthe et al., 2022) said that educational management psychology involves intelligence, management psychology strategies, as well as psychological variables in education. According to (Yulianti et al., 2021) Educational psychology learning management involves careful planning according to the results of the needs assessment. With a qualitative approach through interviews and observations, implementation includes planning aspects that have been prepared by teaching staff. The planning, implementation and evaluation process is carried out monthly to assess consistency. The importance of psychology in building human resources in madrasas in order to achieve the vision and mission of madrasas has a central role. Human resources in this case are the soul of ongoing educational activities. This is as a result of research presented by the head of MAN 1 Probolinggo, namely by implementing, planning and being professional, as well as being an expert in their field, able to give rewards and give punishment if they violate the code of ethics. According to (Mubarok., 2021) The process of developing human resources in educational institutions must also be based on needs analysis and careful planning so that it can support the process of achieving the goals of educational institutions. A good and careful process will produce human resources, namely quality teaching and education staff.

Madrasah Aliyah Negeri 1 Probolinggo introduced an extraordinary breakthrough by integrating psychological strategies as the main key in efforts to build quality Human Resources (HR). This innovation is inherent in a holistic approach that not only considers academic aspects, but also places emphasis on developing students' psychological well-being.

The importance of presenting psychological strategies as a central component in building human resources makes Madrasah Aliyah Negeri 1 Probolinggo a pioneer in combining critical elements from educational psychology into learning strategies. Thus, this innovation is not only about forming students who are academically intelligent, but also prioritizes the formation of character, self-confidence and solid interpersonal skills. Its uniqueness lies in its adaptive and dynamic approach to students' needs, involving a variety of psychological interventions. By detailing and delving deeper into the psychological aspects, MAN 1 Probolinggo presents a learning model that is not only academically effective but also has a positive impact on students' psychological well-being and personal development.

The aim of this research is to provide constructive recommendations to improve the psychological strategies that have been implemented. This may include suggestions for adjusting strategies, developing programs, or implementing more effective methods. By formulating the objectives of this research, it is hoped that research on Psychological Strategies in Building Quality Human Resources at MAN 1 Probolinggo can make a real contribution to the development of education that focuses on aspects student psychology to create superior and quality graduates.

RESEARCH METHODS

This research adopts a qualitative approach using the case study method. A qualitative approach aims to provide an in-depth description of a phenomenon, event or

event, with a focus on comprehensive understanding. This method not only describes but also analyzes the factors that play a role in improving the quality of madrasas (Nasution et al., 2023). By using case studies as a research method, this research focuses on an in-depth analysis of one particular phenomenon or case, namely madrasas, with the aim of understanding the factors and relationships between the elements involved.

In the data collection process, researchers applied various techniques, including interviews with school principals or related parties at the madrasah (Sonia., 2020). This interview was conducted to obtain a deeper understanding of their views, experiences and thoughts regarding psychological strategies for building quality human resources in madrasas. Apart from that, field studies are also involved by making direct observations of the environment, activities and practices of madrasa education.

The data analysis technique in this research involves collecting qualitative data which is analyzed using a descriptive approach. The qualitative data analysis process includes interpreting, grouping, and organizing data obtained from interviews, field studies, and other data sources (Syafarina et al., 2021). Next, the researcher prepared a systematic and factual description of the research findings and explained the relationship and implications of the phenomenon being investigated for the quality of the madrasah.

RESULTS AND DISCUSSION

Implementation of a Comprehensive Approach

Psychological strategies in improving quality human resources in madrasas refer to a planned and integrated approach to improving the qualifications, skills and capacity of individuals or groups in an organization, with a special focus on efforts to increase quality human resources in various aspects of the organization, especially in the management context. In this case, the psychological strategy in improving quality human resources where psychological strategy is an effort made to achieve certain goals by using a psychological approach effectively and efficiently to improve quality human resources in madrasas (Darim., 2020).

The application of a Comprehensive Approach in psychology strategies in madrasas has a crucial role as the main foundation in exploring students' potential as a whole. This approach does not only focus on academic achievement alone, but also on other elements such as students' psychological well-being, character and social skills. These efforts form a holistic framework that recognizes the importance of developing all dimensions of student life. By considering various aspects of students' lives, including mental well-being, ethical development, and strengthening soft skills, madrasas create an educational environment that supports holistic growth (Swandari & Jemani, 2023). This approach not only emphasizes academic achievement, but also the personal development of students in various areas of their lives.

This is a crucial key to creating an effective and efficient educational environment that is responsive to change and capable of producing a generation that excels in both scholarly and moral aspects. It serves as a vital instrument to ensure the success of this strategy. The goal is to continuously monitor and evaluate the impact of the applied psychological strategies, aiming to produce individuals who not only possess academic intelligence but also character, resilience, and readiness to face various life challenges (Senjaya et al., 2020). Therefore, the madrasah is committed to creating a more comprehensive and relevant educational environment, with the hope of producing quality human resources. In striving to achieve this goal, madrasah education needs to implement a comprehensive psychological strategy.

A comprehensive approach in the psychological strategy for building quality human resources in madrasah education means an approach that views students holistically and integratively. This approach not only focuses on the cognitive aspect but also the affective and psychomotor aspects. It also emphasizes the overall development of students' potential, including spiritual, social, and emotional aspects (Mutmainah & Mufid, 2018).

The research on "Psychological Strategies to Build Quality Human Resources in Madrasah Education" aligns with the recognized concept in the literature of quality human

resource management in madrasahs. Identifying the needs of psychological strategies is a crucial finding that supports the literature in emphasizing that assessing the needs of educators and educational staff is a fundamental foundation in human resource development. This reflects a profound understanding of the specific needs of MAN 1 Probolinggo and ensures that the proposed psychological strategies align with the Madrasah context.

In this context, human resources (HR) are a crucial factor in an educational institution. The central phenomenon currently occurring in educational institutions is the quality of students (human resources). The role of psychology becomes highly significant in efforts to enhance Human Resources (HR) in madrasahs. As a discipline that understands human behavior and mental processes, psychology provides a profound understanding of the psychological factors influencing the learning process and individual development. In the context of madrasahs, understanding psychology is key to designing educational strategies that can optimize students' potential. Educational psychology helps uncover each student's uniqueness, identify their specific needs, and create a learning environment that supports holistic growth (Etika et al., 2023). With an understanding of psychology, madrasahs can develop student methods that align with their learning styles, empower their mental well-being, and design character development programs based on psychological principles. Therefore, understanding psychology is key to designing strategic steps focused on improving the quality of HR in madrasahs.

Here are some psychological strategies of MAN 1 Probolinggo that can be applied to develop quality human resources in educational institutions:

Formation of Positive Personality

The formation of a positive personality is an ongoing process in shaping an individual's character and attitudes to reflect positive values, good behavior, and a healthy mindset. It involves the development of ethical, moral, integrity, empathy, responsibility, honesty, and self-confidence aspects. This process involves the interaction of individuals with their environment, including family, school, and society, with the goal of guiding individuals to face life's challenges optimistically, develop positive social relationships, and encourage balanced personal growth.

The primary role of the psychological approach in our Madrasah is in shaping the positive personalities of students. We focus on self-awareness, strengthening Islamic values, and developing social skills. With this approach, students can better understand and appreciate themselves, as well as cultivate positive attitudes towards themselves, others, and the surrounding environment. This is the result of interviews conducted with the school community (School Principal, interview, January 5, 2024).

Another opinion also states that the Madrasah integrates Islamic values into daily activities, such as religious learning, joint prayer activities, and social events imbued with Islamic nuances. This aims to enable students to experience the positive impact of Islamic values in shaping their characters (Head of Administration, January 10, 2024). This is further reinforced by interview findings, which state that the Madrasah also implements collaborative learning methods, role-playing simulations, and joint projects. By involving students in these activities, they can learn to collaborate, communicate, and solve problems together. This approach aims to enhance students' social skills, enabling them to interact positively with their surroundings (Curriculum Vice Principal, Interview, January 6, 2024)

Based on the informant's explanation above, it can be concluded that the psychological approach at MAN 1 Probolinggo has a major role in forming students' positive personalities. The focus lies on self-knowledge, strengthening Islamic values, and developing social skills. Through this approach, students can gain a deeper understanding of themselves, increase their appreciation of Islamic values, and develop positive attitudes towards themselves, each other and the environment around them. The results of interviews with the school community show that the Madrasah also integrates Islamic values in daily activities, including religious learning, group prayer, and social events with Islamic nuances, to have a positive impact on the formation of student character. In addition, Madrasahs apply

collaborative learning methods, role simulations, and joint projects to improve students' social skills, allowing them to interact with the surrounding environment in a positive way.

Stress Management and Study Pressure

Stress management and learning pressure are the main focus in implementing psychological strategies to build quality human resources. Madrasah principals emphasize a holistic approach to students' psychological well-being as the main basis for managing stress and learning pressure. One of the strategies implemented is self-knowledge and understanding individual needs. Through routine psychological counseling, students are given the opportunity to talk about the stress and learning pressure they experience. By understanding the source of stress, STUDENTS and counselors can provide support according to student needs. (Fanani Hari Edi, Interview, January 10 2024)."

Another addition from BK STUDENTS is that the Madrasah also highlights the importance of coping management techniques, where students are taught how to manage stress positively. This program includes learning emotional regulation, relaxation, and developing adaptive thinking patterns. STUDENTS also motivate students to have realistic expectations for their academic achievements, helping to reduce excessive pressure. (Rumpani, Interview, January 10 2014)

In the context of learning pressure management, Madrasahs provide individual and group learning support. Students receive guidance to develop time management skills, study effectively, and set measurable goals. All of this is integrated into the curriculum by providing assignments and exams that are appropriate to the student's ability level. The results of the interviews show that the psychology strategy in Madrasahs is successful in creating an environment that supports students in managing stress and learning pressure. With this approach, it is hoped that students can develop the adaptation and resilience skills needed to achieve their optimal academic and personal potential.

Soft Skills Development

The development of soft skills in Madrasahs shows that the psychological strategies implemented have made a significant contribution in forming quality human resources, especially through the development of soft skills. The Madrasah Head said that developing soft skills is an important aspect in their education curriculum. In the interviews, it was found that Madrasahs place special emphasis on developing various soft skills, including effective communication skills, cooperation, leadership, creativity and adaptability. STUDENTS at Madrasah actively involve students in extracurricular activities, collaborative projects, and simulations of real life situations to develop these skills. (Principal, Interview, 05 January 2024)

As Student Affairs coordinator, Abdul Holik also said that the approach used actively involves students in activities that require social interaction, team responsibility and problem solving. Apart from that, Madrasahs also integrate soft skills learning in more formal subjects, such as collaborative learning in the field of science, guided discussions, and research projects.

In this context, the development of soft skills in Madrasahs is not only considered as a complement to academic skills, but also as an integral aspect in shaping student character. This is in line with the Madrasah's vision to create human resources who are not only academically competent but also able to adapt and contribute positively to society. Thus, the interview results show that the psychology strategy at the Madrasah has succeeded in creating an environment that supports the development of soft skills, providing students with important provisions to face future challenges with the necessary courage and skills.

Implementation of a Psychological Monitoring and Evaluation System.

The implementation of a psychological monitoring and evaluation system in Madrasahs shows that the implementation of psychological strategies has been successful in forming quality human resources. According to the Head of the Madrasah, this system is designed to

ensure the effectiveness of the psychological strategies implemented, as well as provide an in-depth understanding of students' psychological development and well-being. The interview stated that the Madrasah applies a holistic approach in carrying out psychological monitoring and evaluation. This process involves collaboration between STUDENTS, counselors and psychologists who work together to collect data related to students' psychological aspects. This assessment includes students' emotional well-being, adaptability, and academic progress. (Principal, Interview, 05 January 2024)

"Psychological monitoring and evaluation is carried out regularly and continuously. Madrasahs use valid and reliable assessment instruments to measure various psychological dimensions of students. The results of this system are used to design intervention plans and further development, especially for students who require additional support. Parents are also involved in the psychological monitoring and evaluation process. Through regular meetings and progress reports, parents are given a better understanding of their children's psychological conditions, and are involved in joint efforts to strengthen support in the family environment." (STUDENT, Interview, January 11, 2024)

The interview results show that the implementation of the psychological monitoring and evaluation system in Madrasahs not only aims to identify problems, but also to design appropriate solutions and ensure students' holistic growth. With this approach, Madrasah is committed to creating an educational environment that is responsive to students' psychological needs, as well as measuring and improving the quality of human resources on an ongoing basis.

MAN 1 Probolinggo hopes that the psychological strategies implemented will produce students who have positive character, are able to manage stress and learning pressure, have strong social skills, and can develop holistically. The hope is that each individual student can achieve optimality in academic achievement and character development, and be ready to face various life challenges with a positive and adaptive attitude. By implementing psychological strategies, MAN 1 Probolinggo is committed to creating an educational environment that supports students' integral growth and forms quality human resources.

CONCLUSION

Madrasah Aliyah Negeri 1 Probolinggo continuously strives to shape students' positive personalities with a holistic approach. They focus on developing character and attitudes that reflect positive values, good behavior, and a healthy mindset. This process involves developing aspects of ethics, morality, integrity, empathy, responsibility, honesty and self-confidence, with the aim of guiding individuals to be able to face life's challenges with an optimistic attitude and stimulate balanced personal growth.

This madrasah also pays special attention to stress management and study pressure through a holistic approach to students' psychological well-being. With a focus on self-knowledge and understanding individual needs, regular psychological counseling is provided to provide appropriate support, enabling students to overcome stress and study pressure. Soft skills development is also prioritized by involving students in extracurricular activities, collaborative projects, and real-life simulations to develop skills such as effective communication, cooperation, leadership, creativity, and adaptation.

Apart from that, MAN 1 Probolinggo succeeded in forming quality human resources through the implementation of a psychological monitoring and evaluation system. A holistic approach involves collaboration between STUDENTS, counselors and psychologists in collecting student psychological data. This evaluation is not only used to identify problems, but also to design interventions and further development. Parents are also involved in understanding their children's psychological conditions. Madrasah continues to be committed to creating a responsive environment and continuing to improve the quality of human resources in a sustainable manner.

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