



## MANAGEMENT OF TEACHING PERSONNEL IN IMPROVING THE QUALITY OF EDUCATION: A CASE STUDY AT MUHAMMADIYAH 1 BESUKI INTEGRATED ELEMENTARY SCHOOL

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### Abstract:

Educator management is a process of planning, organizing, directing, coordinating, supervising, and controlling teaching staff within an organizational scope—educator management participates in all educational processes as educators with their respective duties. Muhammadiyah 1 Besuki Integrated Primary School is one of the superior educational institutions, and one of the supporting factors of its excellence is the management of its educators. All processes in the teaching staff management must have a clear, precise, and firm division of responsibilities so that the program that has been set can run well and that all educators want to work to carry out the tasks given. This study aims to describe How the integration between recruitment, selection, and placement of learner responsibilities can support the optimization of educators' workload to improve the quality and quality of education at the integrated elementary school of Muhammadiyah 1 Besuki. This research uses a qualitative approach and conducts research using descriptive methods.

**Keywords:** *Internal Quality Assurance System, Pesantren, Education Unit Accreditation Instrument.*

### INTRODUCTION

Education is a very important process for the life of every human being for the future. Education is an effort that aims to prepare students to learn through teaching activities, exercises and guidance that can facilitate students to carry out their roles in the future (Hamalik, 2006). Education can also be interpreted as a process of guidance given to students during their growth and development in order to reach a level of maturity that aims to increase knowledge, direct students to become better individuals and shape the character of students. Meanwhile, teachers are one of the elements involved in the process of continuing education (Tilaar, 2000). In the process of school education, teachers have a role as educators or teachers. Teachers or teachers have the task of fostering, guiding students to become active, independent, capable, innovative, and creative children (Murni, 2010). Therefore, one of the important components in education is educators because they are the ones who will directly meet students, become examples, become sources of learning and become inspiration for their students.

In Law Number 14 of 2005 concerning Teachers and Lecturers Article 2 paragraph 1 explains that teachers have a position as professional educators at the elementary school level, secondary school education, and early childhood education in formal education pathways are appointed from statutory regulations (Mulyasa, 2015). In the explanation above, the position of educators is very important so that it can be called

professional staff who should receive more attention from the government. To become professional educators, there must be good management from the head of the institution or principal where this management is a part that is very much considered to improve the quality of education in schools. The good or bad of a school is seen from how the management of its educators is. Without management, the institution will not run well.

Education is one of the main pillars in building civilization and producing a competitive generation. In the education process, educators play a strategic role as the main drivers of learning and character formation of students (Asep Jihad, 2013). Therefore, management of educators is a very important aspect to ensure the achievement of quality education goals.

The quality of education is the level of conformity between the process and results of education with the standards or objectives that have been set. The quality of education reflects the effectiveness of the education system in producing students who have the competence, character, and abilities that are relevant to face global and local challenges (UNESCO, 2005). Therefore, good quality education creates competent, creative, and characterful human resources, who act as agents of change for social and economic development (Fattah, 2012). Therefore, improving the quality of education is a priority in various education policies both at the local and global levels.

Integrated Elementary School (SDT) Muhammadiyah 1 Besuki as an Islamic-based educational institution has a high commitment to providing quality education, both in academic and character aspects (Fitriyah & Wijaya, 2024). However, the achievement of this quality of education cannot be separated from the challenges faced by educators, such as complex workloads, the need for ever-growing competency development, and community demands for the quality of learning. To answer these challenges, an integrated and effective educator management system is needed.

Management of teaching staff includes various efforts to plan, organize, motivate, and evaluate teaching staff optimally (Sagala, 2007)(Amir & Aini, 2020). In the context of SDT Muhammadiyah 1 Besuki, this management aims to not only improve teacher competence in teaching, but also build a conducive work environment so that teaching staff can provide maximum contribution. Thus, the management strategy implemented must be able to accommodate the needs of teacher professional development, maintain a balance of workload, and increase motivation and loyalty to the institution.

There are several previous researchers who discuss the Management of Educators in Improving the Quality of Education, including: (1) Rahmat Hidayat (2018) Researched the strategy of managing educators in secondary schools, including recruitment, competency development, and performance evaluation and emphasized the importance of ongoing training to improve the quality of teaching and motivate educators. (2) Siti Aminah (2019) Analyzed the relationship between educator management, such as assignment and performance evaluation, with improving the quality of education in elementary schools and case studies in religious-based schools. (3) Nurhayati (2021) Examined the role of the principal in managing educators through supervision, coaching, and professional development.

From the research above, many have studied about the Management of Educators in improving the Quality of Education. However, in my next discussion, the purpose of writing is different from the discussion above. This article aims to discuss how the integration between recruitment, selection, and placement of student responsibilities can support the optimization of the workload of educators to improve the quality and quality of education at the Muhammadiyah 1 Besuki Integrated Elementary School.

## **RESEARCH METHODS**

The method of writing this article uses a literature review or literature review which has a definition as a summary obtained from reading sources that are related to the research topic (M. Sigit, 2020). This literature review includes various sources related to the article material that we will discuss, including the integration between recruitment, selection, and placement of student responsibilities can support the

optimization of the workload of educators to improve the quality and quality of education at the Muhammadiyah 1 Besuki Integrated Elementary School.

According to Randolf (2009) quoted from Sitti Astika Yusuf, stating that "As an information analysis and synthesis, focusing on findings and not simply bibliographic citations, summarizing the substance of the literature and drawing conclusions from it." Literature review is the result of synthesis and analysis of information centered on findings, summaries, and then drawing conclusions (Astika Yusuf, 2022). The literature sources used in this article come from leading databases such as Scopus, ERIC, and Google Scholar, which provide access to previous research. By analyzing and synthesizing information from various sources, this article aims to describe how the integration of recruitment, selection, and placement of student responsibilities can support the optimization of the workload of educators to improve the quality and quality of education at the Muhammadiyah 1 Besuki Integrated Elementary School.

From the results of the literature review, this article formulates three main challenges, namely: the first is, understanding the management of educators in improving the quality of education, the second is, understanding the factors that can improve the management of educators, and the third is, understanding the optimization of the management of the workload of educators and their responsibilities. These three challenges are a reference for educators in facing the management of the workload of educators' responsibilities to improve the quality of education in schools.

## **RESULTS AND DISCUSSION**

Management of teaching staff is a systematic effort to plan, organize, motivate, and evaluate teaching staff (teachers) so that they can carry out their roles and responsibilities optimally in supporting the achievement of educational goals. Quality teaching staff is one of the key factors in improving the quality of education (Seto et al., 2022). Therefore, good management of teaching staff is essential to create an effective and adequate learning environment for students. The following factors can be applied in teaching staff management to improve the quality of education, namely: 1). Teaching Staff Planning, 2). Organizing Teaching Staff, 3). Teaching Staff Motivation, 4). Evaluation of Teaching Staff Performance, 5). Teaching Staff Development (Tanty, P., & Puspitasari, 2021).

### **TEACHER STAFF PLANNING**

Teacher staff planning is a process that involves identifying, organizing, and determining strategies in managing human resources in the field of education, especially related to educators (teachers) (Sharma, 2016). The main objective of this planning is to ensure the availability of quality teachers and in accordance with existing educational needs, both in terms of number, quality, and distribution of teachers according to their subjects and competencies.

This planning includes identifying teacher needs, placing educators according to their competencies, and preparing schedules and tasks for educators. So in this context, good management can ensure the number and quality of educators needed to achieve active and creative educational goals (Sherly et al., 2020). There are several steps used in planning educators, namely: 1). Analysis of Educator Needs, where in this process, the need for the number and type of teachers is identified according to the field of curriculum development and the number of students, 2). Recruitment and Selection, in this process must be carried out strictly and precisely to ensure that teachers who will work have competencies that are in accordance with the educational standards set by the institution, 3). Professional development, in this process, training and development are provided for teachers so that teachers can improve their pedagogical, professional, and personal skills (Amanah et al., 2021).

Good planning of teaching staff will ensure that educational institutions can meet the need for competent and qualified teaching staff to support the achievement of educational goals. Without careful planning, educational institutions are at risk of experiencing a shortage or excess of teaching staff, as well as facing difficulties in

managing the quality of teaching.

## **ORGANIZING TEACHING STAFF**

Organizing teaching staff is the process of arranging and structuring teaching staff in an educational institution so that they can work efficiently and effectively. This process involves dividing tasks, determining responsibilities, and placing teaching staff according to their qualifications and competencies to support the achievement of educational goals (Nurmiyanti et al., n.d.).

Organization in the management of teaching staff focuses on the arrangement and division of tasks so that existing human resources can work effectively and efficiently. In this case, schools or educational institutions need to create a clear organizational structure with an appropriate division of tasks based on the competence and experience of teaching staff. Some organizational strategies that can be applied are: 1). Competency-Based Assignment: Teachers who have special expertise in a particular subject or field are placed in the appropriate field, 2). Work Team: Forming a work team to improve collaboration between teachers in learning planning, curriculum development, and handling educational problems, 3). Clear Division of Tasks: Creating a fair schedule and workload so that each teacher can focus on teaching and developing students.

In organizing teaching staff, the placement given must be in line with the abilities of the teaching staff, many institutions give tasks to teaching staff that are not in accordance with their abilities. In the discussion of this article, it refers to the integration between recruitment, selection, and placement of student responsibilities that can support the optimization of the workload of teaching staff to improve the quality and quality of education at the Muhammadiyah 1 Besuki Integrated Elementary School. Where in this school the way the head of the institution or principal gives tasks to teaching staff is very good according to the abilities of the teaching staff, this is what makes the school superior. Because with the management of the workload of teaching staff that is very fair in its organization, it will make it easier for teaching staff to optimize their responsibilities.

Optimizing the workload of educators is a key element in improving the quality and standard of education. To achieve this, strong integration is needed between the recruitment, selection, and placement processes of educators. The following is a discussion of how this integration can support the objectives: (1) planned and school-based recruitment where this process must be designed based on an analysis of school needs, including aspects of the number of educators, the competencies needed, and the potential workload that will be faced. (2) Competency-oriented selection of educators where this process must ensure that candidates have the skills, experience, and values that are in accordance with the school's vision and mission. (3) Placement of tasks based on teacher competency and capacity where in this process educators are placed according to teacher competency, experience, and capacity is very important to support workload optimization. (4) integration of workload management where in this process the integration between recruitment, selection, and placement must be managed within the framework of a management system that supports a balanced distribution of workload (Hendrizar, 2024).

Good organization will ensure that each educator can carry out their duties and responsibilities clearly, and can work collaboratively in achieving educational goals. Without proper organization, educational institutions can face problems such as duplication of tasks, confusion in the division of work, and lack of efficiency in teaching and learning activities.

## **MOTIVATION OF EDUCATORS**

Motivation of educators refers to the drive or reasons that encourage teachers and other educators to carry out their duties and responsibilities with enthusiasm, dedication, and high commitment. This motivation is important because it can affect the quality of teaching, performance, and success in creating a positive learning environment

(Ginting, 2021).

Motivation plays a very important role in improving the performance of educators. Motivated teachers will be more enthusiastic in providing quality teaching and committed to developing the potential of students. Some strategies to motivate educators include: 1). Awards and Recognition, in this process educators are given awards for their achievements as a form of appreciation for the hard work and dedication of the educator, 2). Career advancement, in this process educators are given the opportunity to take further education, courses, or training to improve their competencies, 3). Supportive work environment, in this process educators must create a healthy, conducive work environment, including harmonious relationships between teachers, students, and parents (Murtopo, 2023).

This motivation of educators is very useful for reducing the burden on educators, by giving awards for their hard work and then being given the opportunity to improve their competence and get a positive work environment which has a good impact on improving the performance of the educators themselves which will also have a good impact on improving the quality of education.

High motivation in educators not only improves the quality of learning, but also improves the overall school climate. Motivated teachers tend to be more creative in teaching, more concerned about student development, and more proactive in improving their competence. Conversely, lack of motivation can lead to low teacher performance, which ultimately has a negative impact on the quality of education.

## **EVALUATION OF TEACHERS**

Evaluation of teaching staff is the process of assessing the performance of teachers or other teaching staff in carrying out their duties and responsibilities in educational institutions. This evaluation aims to measure the extent to which teaching staff are able to achieve educational goals, both in terms of teaching, classroom management, and in self-development and professionalism (Basri and Akmaluddin, 2020).

Evaluating the performance of educators is very important to assess the effectiveness of learning carried out by teachers. This evaluation does not only focus on student academic achievement, but also includes other aspects such as teaching skills, classroom management, and student character development (Ning Zahro, n.d.). A good evaluation can provide feedback for teachers to continue to improve themselves. Some aspects that need to be evaluated in the performance of educators are: 1). Learning Performance Assessment, in this process to measure the extent to which teachers can convey material clearly and effectively, and how students respond and achieve learning objectives, 2). Class Management Evaluation, in this process to assess the teacher's ability to create a conducive classroom atmosphere, manage student interactions, and handle problems that arise during learning, 3). Professional Development Evaluation, in this process to assess how much teachers are involved in self-development through training or other professional activities (BPMUA, 2016).

Educator evaluation is very important because it allows educational institutions to know the strengths and weaknesses of educators in carrying out their duties. With proper evaluation, educational institutions can provide constructive feedback, plan professional development programs, and make better decisions related to educator planning. In addition, objective evaluation can improve the quality of learning and help achieve better educational goals.

## **CONCLUSION**

Integration between recruitment, selection, and placement of teaching staff has a very important role in supporting the optimization of the workload of teaching staff and improving the quality and standard of education at Muhammadiyah 1 Besuki Integrated Elementary School.

Proper recruitment ensures that prospective educators accepted have the qualifications, competencies, and commitments that are in accordance with educational

needs. Selective selection based on professional standards ensures that only qualified educators can enter this educational institution. Proper placement, in accordance with the expertise and field of education possessed by each teacher, allows for a balanced distribution of workload and optimizes the potential of educators in providing effective teaching.

With good integration between these three processes, educators at SDT Muhammadiyah 1 Besuki can work more focused, have clear responsibilities, and focus on efforts to improve the quality of education. This will have an impact on the management of a more efficient and competitive learning process, as well as creating a better educational environment for students. As a result, the quality and standard of education provided will be more guaranteed, and students can develop optimally both in academic and character aspects.

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