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Human Resource Management in Improving Educator Abilities

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ABSTRACT;The purpose of this study is to find out how to plan human resource management in Improving MTs al-Amiriyyah Blokagung Tegalsari Banyuwangi Educators. Second, how to organize human resource management in improving the educators of MTs al-Amiriyyah Blokagung Tegalsari Banyuwangi. Third, How to direct human resource management in Improving MTs al-Amiriyyah Blokagung Tegalsari Banyuwangi educators. This research uses qualitative descriptive methods and case study approaches. The main techniques in collecting data are observation, and in-depth interviews. The results of the research obtained show that human resource management is an important and main thing in supporting the quality of educators, and it is necessary to make improvements in human resource management so that school goals can be achieved optimally. To develop human resources, especially educators, namely managing human resources   by managing, organizing, controlling and being evaluated. That way educators are more professional effectively. Human resource management manages every ability possessed by humans, because humans have different abilities. This ability can be an advantage if we can manage well. And preferably. These abilities will not develop if we cannot manage properly.

Keywords: Human Resource Management, Educators, Improving

INTRODUCTION

Management as a science to organize and manage an activity to achieve goals, which is carried out by individuals who work well together hopefully as determined. According to Oral (2019)and Smircich & Morgan (1982) "management is an activity to achieve goals, carried out by individuals who contribute their best efforts through predetermined actions."

Management is also a process in planning, organizing control, and is a variety of activities from members who use resources optimally so as to achieve a predetermined goal. And management is a science and an art, a container of knowledge about organized management; There is a science that explains that management can be proven to be true in general. Management is very influential in realizing a goal effectively and efficiently(Alipour et al., 2013; Oakland, 2011; Reynolds, 2010).

Human resources as a sumber are very important in developing an institution in education, if an institution does not have human resources then the institution cannot

run. With the existence of human resources, it will be easy to increase the productivity of educational institutions. In an era of growing and increasing competition, it is really difficult to compete with others to become a potential human resource for its educational institution(Hardiyanto, 2020; Qutni et al., 2021; Tanjung, 2020). Quality is a degree of good or bad or a degree of measure of the degree of something. Quality is seen as the highest value of a service. According to Dyakonov et al., (2019), Kowalik & Klimecka-Tatar (2018) "quality is a service that is in accordance with established quality standards and satisfies customers. In general, quality is a comprehensive picture and characteristics of goods or services that demonstrate their ability to satisfy expected needs."

Educators as a very influential resource in an educational institution, because educators interact directly with students, so that educators are able to influence well, and shape the character of students better and have a charitable character(., 2017; AKILAH, 2018; Alyami, 2020; Mubarok, 2021). Educators as qualified education personnel as teachers, lecturers, counselors, learning assistants, tutors and others in accordance with their expertise and participate in organizing educators. A teacher or educator is someone who plays a very important role in teaching and learning activities. Therefore, teachers must bring their students to the goals they want to achieve(Núñez-Canal et al., 2022).

Meanwhile, the quality of educators as a change that can foster the professionalism of educators, so that an institution develops well and arrives at predetermined goals. According to Syaefudin (20 II: 98) "the quality of educators is the development of teachers or educators based on the individual needs of educators to undergo a process of professionalism in teaching." So that what is meant by the quality of educators is a basic ability or competence possessed by educators in meeting the needs of stakeholders.

Allah SWT said in the Qur'an Surah al-Mujaddallah verse II:

يٰٓاَيُّهَا الَّذِيْنَ اٰمَنُوْٓا اِذَا قِيْلَ لَكُمْ تَفَسَّحُوْا فِى الْمَجٰلِسِ فَافْسَحُوْا يَفْسَحِ اللّٰهُ لَكُمْ ۚ وَاِذَا قِيْلَ انْشُزُوْا فَانْشُزُوْا يَرْفَعِ اللّٰهُ الَّذِيْنَ اٰمَنُوْا مِنْكُمْ ۙ وَالَّذِيْنَ اُوْتُوا الْعِلْمَ دَرَجٰتٍ ۗ وَاللّٰهُ بِمَا تَعْمَلُوْنَ خَبِيْرٌ

11. O you who have believed, when you are told, "Space yourselves" in assemblies, then make space; Allah will make space for you. And when you are told, "Arise," then arise; Allah will raise those who have believed among you and those who were given knowledge, by degrees. And Allah is Acquainted with what you do.

Based on the verse above, it can be interpreted that, Islam obliges its ummah to study, Allah is very happy for people who like to seek knowledge. Therefore an educator must add to his scientific treasury. For with knowledge, one will increase one's faith and degree before God. An educator not only teaches students but is required to always add knowledge and manage all the skills he has. Educators are human resources in the world of education that must be managed properly.

According to the Law, No.20 of 2003 article 3 concerning the National Education System. The purpose of national education is to develop the potential of students to become

human beings who have faith and piety in God Almighty, have a noble character, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens(Sisdiknas, 2003).

In teaching and learning activities, the most important figure is the educator. How educators are more qualified and know their duties and responsibilities, it is very necessary to manage human resources. That way, educators must be more professional in teaching. Educators have mastery of the material, understand personally their students, communicate with each other's parents, etc. That way it is very necessary to manage human resources in educational institutions. Likewise, its influence is very large in improving the quality of educators(Al Kadri & Widiawati, 2020; Fatimah & Rosyidah, 2021; Irmayani et al., 2018; Nurmalasari & Karimah, 2020).

Therefore, human resource management (MSDM) greatly affects the quality of educators. The quality of educators can change and evolve effectively. Educators will also be more professional in teaching, tasks and responsibilities are carried out properly, as well as learning and teaching activities will run well, That way, the goals of the institution will be achieved with what has been predetermined before. With human resource management, the quality of educators will improve slowly, because educators will better understand what their advantages and disadvantages are in teaching. That way, educators correct every shortcoming, trying to become professional educators, indirectly the quality of educators will develop, because educators understand every responsibility that goes to them in realizing the goals of school institutions.

To achieve a quality Islamic educational institution, the institution cooperates with the Darussalam Islamic boarding school foundation in the context of the recruitment process for tenga educators at MTs al-Amiriyyah because there must be approval from the Darussalam foundation. Currently, MTS al-Amiriyyah has 38 educators, and 4 education staff.

Human Resource Management will affect the quality and *outcome* of an educational institution, although sometimes some institutions rarely pay attention to this due to several specific reasons such as: the establishment of the institution, lack of competent teaching human resources, inadequate infrastructure and in the recruitment process without considering who and how the quality of students will develop.

This is different from MTS al-Amiriyyah Darussalam, this institution although considered as an educational institution that is among the longest-established institutions in the Darussalam foundation, and still exists today. however, being able to manage qualified educators, because what is prioritized is not only quantity but the quality and ability of educators is also considered this is seen in the recruitment and selection system that has been running.

LITERATURE REVIEW

Human resource management is a series of several words that contain a unified understanding. According to George R.Terry in his book principles of management, management is a process that uses scientific and artistic methods to apply the functions of planning, organizing, directing and controlling to the activities of a group of humans equipped with production resources / factors to achieve the goals that have been set effectively and efficiently(George, 2009).

Management is generally associated with planning, organizing, controlling, placing, directing, vaving, communicating and decision-making activities carried out by each organization with the aim of coordinating various resources owned by the company so that a service product will be produced efficiently. Then for the understanding of human resources in simple terms are personnel or employees or employees who work in the organizational environment. This simple understanding tends to have an impact on the management of human resources in an organizational environment that must be harmonious and can meet the essence, dignity and dignity as well as the universal needs of the human being.

Human beings are the most important resource in an institution or company. In direct proportion to this, humans are also the most complicated resource to understand. This complexity is as a result of the unique nature of each individual that exists in the world, especially the world of work. The homogeneous level of education, age, social and culture of each employee at an institution does not guarantee that they can be treated in the same way. Each individual needs special handling to ensure that employee contributions to the institution run optimally. According to Wang et al., (2017) the definition of human resources is a strategy in implementing management functions, namely planning, organizing, leading and controlling, in every activity or operational function of human resources starting from the process of withdrawal, selection, training and placement development which includes promotion, demotion and transfer, performance appraisal, compensation, industrial relations, to termination of employment, which is aimed at increasing contributions productive from the source of the organization's human beings towards the achievement of organizational goals more effectively and efficiently. According to Fesenko, (2021) and Radnasari (2021) human resource management activities in an organization can be classified into several functions, namely:

    a. Planning

        Planning is a management function that covers the process of defining goals, setting strategies to achieve those goals. and drawing up a plan to integrate and coordinate a number of activities, For HR managers, the planning process means determining the progress of an HR program that will be useful in achieving the goals that have been set for the company.

    b. Organizing

        Organizing is an activity to organize employees by establishing the division of labor, labor relations, delegation of authority, integration and coordination. in the

form of an organization chart, an Organization is simply a tool for setting goals. Good organization will help the realization of goals effectively . Meanwhile, according to fattah (2004: 71) "organizing as a process of dividing labor into smaller tasks, imposes on the organization in order to effectively achieve organizational goals".

c. Briefing

Briefing is the activity of instructing employees to be willing to cooperate and work effectively and efficiently in helping to achieve organizational goals. Briefing is carried out by leaders who with their leadership will give directions to employees to do all their duties properly. The procurement is a process of withdrawal, selection, placement, orientation and induction to get employees who are in accordance with the needs of the organization.

d. Control

Control is the activity of controlling employees obeying organizational regulations and working according to plan. When there are deviations, corrective and or refinement actions are taken. Employee control includes attendance, discipline, cooperative behavior and maintaining the situation of the work environment.

e. Procurement

The first HR management operation function is *procurement*. The procurement function relates to obtaining the type of dun amount of work that is important for achieving the goals of the organization. This function is related to how to determine the needs of human resources along with recruitment. selection and placement of work.

f. Return

After the manpower is obtained, they must undergo development. Developments related to upskilling through training, which is important for job performance. This activity is very important and will continue to grow due to changes in technology, readjustment of positions, and the increasing complexity of managerial tasks. With the existence of manpower or resources, which have been obtained by an organia, it is necessary to carry out the development of energy to a certain extent in accordance with the development of that organization. The development of this resource is important, in the direction of the development of the organization.

g. Integrity and maintenance

Integrity can be regarded as opposites and hypocrisy, in that the matter of internal consistency as a virtue and showing that it turns out that the party to the dispute must explain the difference or change their beliefs.

Maintenance means striving to maintain and improve existing conditions. Maintenance is very important, in order to improve the skills or skills that a person has. As for the way of maintenance, it is by creating a harmonious relationship

between superiors and subordinates, so that subordinates are not afraid to ask one question and issue their opinions and also pay attention to health.

h. Discipline

Employee discipline in human resource management departs from the view of no perfect human being, escaping oversight and error. Therefore every organization needs to have various provisions that must be adhered to by its members, standards that must be met. Discipline is a management action to encourage members of the organization to meet the demands of these various provisions in other words, employee discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behavior of employees so that these employees voluntarily try to work cooperatively with other employees and improve their work performance.

i. Stops

An employee is unlikely to always work for a particular organization. At some point at least they have to break the employment relationship by retiring. For this reason, the workforce or employee must return to society. The organization must be responsible for terminating employment in accordance with applicable provisions and ensuring that the returned citizen is in the best possible state. A Human Resources manager must perform this function well.

METHODS

Types of Research

This research is a type of qualitative method research. This study intends to reveal as much data and information as possible about Human Resource Management in Improving Education Personnel in Mts al-Amiriyyah Blokagung Tegalsari Banyuwangi Academic year 2019/20 20. This study is not directed at false conclusions, does not test an accepted-rejected hypothesis, but rather emphasizes data collection to describe the real situation that occurs in the field in depth.

Research Design

The design in this study is Ethnography, which is a comprehensive explanation of the complexity of group life (Sukmadinata, 2007: 107), while the group used as research is educators and education staff Mts al-Amiriyyah.

Location and time of the study

The research entitled "Human Resource Management in Improving Educators" took place at Mts al-Amiriyyah Blokagung Tegalsari Banyuwangi. The determination of the location is based on various researchers' considerations related to the privileges of Mts al-Amiriyyah when compared to other institutions. These features include: the location and geographical condition of Mts al-Amiriyyah which is under the auspices of the

Darussalam Islamic Boarding School so that most of the students are Santri Pondok Pesantren.

The social and cultural conditions of the Blokagung Tegalsari community are one level more advanced when compared to neighboring districts such as Bangurejo and Siliragung districts because besides there are scattered schools, this place is also close to islamic boarding schools where notaben has various school units. The study time was carried out for more than 3 months, namely in May to July20 20.

Data Sources
Data
Data primer

Primary data is data obtained through direct observation of Human Resource Management activities in Improving Educators of Blokagung Tegalsari Banyuwangi.

Secondary data
It is data obtained directly from the object of study. These data are derived from data obtained from documents stored in this Institution.

Data sources
A data source is something that becomes a source for obtaining data. In this study, researchers used data sources in the form of observations, interview results, and documentation on human resource management in improving educators.

RESULT AND DISCUSSION
After knowing how the process as well as human resource management in improving educators at MTS al-amiriyyah there are several uniqueness that are considered different from Human Resources management in general can be seen starting from the training of educators and education personnel which aims to prepare professional educators and education staff in general, and what is more prioritized is the quality of human resources. In this institution, another supporting factor is that there is a form of cooperation between Mts al-amiriyyah and the Darussalam Islamic boarding school foundation so that it makes it easier for the institution when it wants to advance human resources later.

Although it is said to be the longest-running institution in the Darussalam Islamic boarding school foundation and is under the auspices of the Darussalam Islamic boarding school foundation, human resource management is not inferior to several other school institutions, starting from the planning of educators, followed by the process of organizing educators, and directing educators. and continued withan evaluation of the final results.

In educational institutions where there are several advantages and disadvantages he will encounter, in this section the researcher will present supporting factors as well as obstacles to human resource management in improving educators in mts al-amiriyyah.

The supporting factors are: adequate human resources starting from expert educators in the field of *fan* taught, the formation of a training agenda that will be carried out for educators and education staff.

Meanwhile, the inhibiting factor is because Mts al-amiriyyah is an institution that is in harmony with the Darussalam Blokagung Islamic boarding school foundation. So if the institution is going to hold training either inside the institution or outside the institution, it is a bit difficult in terms of licensing. Because many educators and education staff are students who are still studying at the Darussalam Islamic boarding school blokagung.

The supporting and inhibiting factors of the Supreme Santri Recruitment System can be described as follows:

<p align="center">Table 1 ; Supporting and Inhibiting Factors of the Recruitment System</p>

NO	Supporting factors	Inhibiting factors
1	Adequate human resources	Institutions that have been established the longest
2	The inclusion of the training agenda	There arestill educators and education personnel who are students
3	Prioritizing quality over quantity	Difficult licensing

Human resource management, namely educators and education staff at mts al-amiriyyah which is more focused on planning, is as follows: 1. determining the human resources needed by the organization to achieve strategic goals. 2. a process to ensure that the human resource needs of an organization are identified and a plan is made to satisfy those needs. Human resource planning is based on the belief that HR is a person.

CONCLUSION

Based on the results of the research above, it can be concluded that human resource management, namely educators and education personnel, has differences between one institution and another, this is due to the different guidance desired from an institution, such as the Mts al-Amiriyyah institution which prioritizes quality rather than quantity, then the institution emphasizes human resource management which is indeed competent, Not only that, the institution also makes trainings that will be on the agenda for educators and education staff so that they can know their duties and responsibilities. this is what distinguishes the Mts al-amiriyyah institution from other institutions.

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