

Implementation of Human Resource Management in Improving the Quality of Education in MAN 1 Kab. Sukabumi

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Abstract. This study seeks to identify the implementation of human resource management in improving the quality of education, as well as the factors that support the implementation. This research was conducted at MAN 1 Kab. Sukabumi using qualitative descriptive methodology. The findings of this study show that the implementation of Human Resource Management to Improve the Quality of Education consists of several stages, including a) needs and information analysis, b) teacher recruitment, c) induction of new employees, d) teacher placement, e) granting authority and responsibility for staff, f) implementing supervision, g) providing teacher welfare, h) employee career development, termination of employment, and j) rewarding. While the Supporting Factors are a) the principal has many considerations, b) programs implemented in schools can bring changes and positive impacts, c) facilities and infrastructure can be utilized optimally, and d) there is an evaluation, the Proposal Factors are a) the principal has many considerations, b) programs implemented in schools can bring changes and positive impacts.

Keywords: Human Resources, Management, Quality of Education.

A. INTRODUCTION

Having a good education is essential to achieve success in any field. As a species, we will struggle at all costs if we don't invest in our education. The value of education cannot be overstated in terms of its impact on the lives of individuals, nations, and societies. The ultimate goal of education is to form a virtuous and kind human being, as well as intelligent and capable, having faith in God and fearing his creator. Education plays an important role in the functioning of a nation and state, particularly in the development of competent and productive citizens. To achieve their goal of improving the lives of others, everyone has a fundamental need for knowledge. The GDP of a country is directly proportional to the quality of its education system. This is because the ability and productivity of the community will increase along with the improvement of education. People can be better prepared to adapt to new and advanced circumstances with the help of education [1].

Educators bring their expertise to the classroom in the hope that their students will acquire it, broadening their horizons in terms of knowledge, outlook, or behavior. In addition, there is no limit on age or socioeconomic status when it comes to obtaining a degree or certificate, since education is a fundamental human right. Not everyone gets the same level of education, this is reflected in the available human resources. This is one of the many contributors to the problem of educational inequality [2]. All countries are highly dependent on the accumulation of their resource reserves, the most important of which is their natural and human capital. The availability of these two factors is critical to project outcomes. Compared with other resources, human resources are indispensable [3].

According to Ika in Ariny, significant challenges that can hinder national economic development and development are related to low labor standards. For this reason, reliable human resources who are committed and able to make continuous improvements are very important (continuous quality improvement) [4]. Human resource management, which is



related to the education sector, is the science and art that regulates the process of utilizing principals, teachers, and other human resources to the maximum to achieve the desired educational results. Human resource management in the classroom is key to successfully completing educational initiatives. This will also produce graduates who are competent in academic and non-academic fields and have strong life skills [3].

Human resource management is a word used to describe the administration or management of educational institutions, focusing on how HR can be used to advance the goals of employees and the institutions they work for. Human resource management is the process of optimizing the output of an organization's employees or staff to achieve its overall mission and goals [3]. The following can be concluded from the above, when schools both formal and non-formal are able to implement (implement) existing Human Resources, and when the school is able to implement them systematically and optimally, it is something that will improve the educational institution as a whole, both in terms of quality and quantity.

Educational institutions such as schools and madrasahs must continue to innovate in order to remain relevant and competitive in the modern world. This shows the importance of maintaining a steady pace of innovation and creativity in the administration of educational institutions along with the exponential growth and development of scientific knowledge. In running schools and madrasahs, ensuring the quality of education is a top priority. A high-quality educational institution will meet the needs of its clients or students. Schools/madrasahs need independence and innovation in order to be managed properly. School/Madrasah-Based Quality Improvement Management was introduced by the Indonesian government to address this issue. School-based quality improvement management focuses on how schools and madrasahs can improve administration, human resources, curriculum, and overall quality of education [5].

B. METHOD

Instead of using quantitative methods, the authors chose a qualitative approach in this study. "Qualitative methods are research procedures that produce descriptive data in the form of written or spoken words of individuals and observable behavior," Bogdan and Taylor said to define qualitative research [6]. Because of its focus on conceptualizations, actions, perceptions, and issues about the human being studied, this study uses qualitative methodology. In addition, it is intended that researchers will be more attuned to their subjects and engage more actively with them during the adjustment process if they use this method.

Several data collection methods were used in this study to investigate the impact of human resources on the quality of education in MAN 1 in Sukabumi District. In this way, a comprehensive report on it is possible. Researchers used observations, interviews, and written notes to gather data for the study. Researchers in these studies take on the role of pure observation, known as non-participant observation. Outside observers and recorders, researchers are not part of the group studied. To investigate participants more deeply about existing studies, researchers used an unstructured interview format.

Information gathered through interviews and written records is reinforced with further documentation. Primary and secondary data were both used in this investigation. Primary sources include the head of school administration, who serves as the leader, and the classroom teacher, who plays an important role in the implementation and development of curricular initiatives. The principal and teacher of MAN 1 Kab. Sukabumi were interviewed for this study. Data validity is ensured through increased engagement, prolonged observation, and triangulation.

C. RESULT AND DISCUSSION

Implementation of Human Resource Management in Improving the Quality of Education in MAN 1 Kab. Sukabumi

Managers in educational institutions have a number of responsibilities for improving the quality of education, most of which center on the development and use of human resource management. Such things are urgently needed to raise the standard of a school or education. There are two main aspects of human resource management implementation that demand special care and attention: needs analysis and data collection. Management of Conceptual and Operational Islamic Education by Mohammad Thoha quoted Richard A. Gorton as saying that needs analysis is the foundation of formation formation. An organization's staffing requirements can be calculated with precision and accuracy through a method called "employee needs analysis". This method takes into account all variables related to the desired end result, i.e. the exact number and relative distribution of staff members. While formation is the minimum number of ranks for an organization to carry out essential functions in a certain time frame [3].

The quality of education can only improve if human resource management is practiced. Such things are urgently needed to raise the standard of a school or education. Human resource management (HRM) requires attention to detail such as the recruitment of future educators. The ability of businesses to successfully utilize these activities in the recruitment process is a major factor in the success of recruitment efforts. Stoner suggests the following steps be taken during the hiring process. 1) Classify your human resource demand into the near and distant future. 2) Keep an eye out for any changes in the current job market. 3) Create the most effective recruitment (advertising) media to attract candidates. 4) Document the quantity and quality of labor forecasters of each source. To assess the success of recruitment efforts, it is necessary to follow up on everyone who has applied for a position [7]. Once the hiring process is complete, the university will proceed to the following phase: newly hired employees must participate in a new employee induction, often known as an orientation session or workplace introduction.

According to Mohammad Thoha's book Conceptual and Operational Islamic Education Management, the introduction of new employees is the first step in the induction process. During orientation, new hires learn about the institution's mission and values, their roles and duties, and how best to integrate into the school community [3]. When the initial stage of introduction and rectification is completed, the school will proceed to the next stage, which is to implement the principal's wishes regarding the placement of teachers. Once candidates are selected, the placement process can begin. Dr. Rohiat emphasized the importance of selecting leaders for activities/programs, program groups, and overall programs taking into account the values of the school. Any individual or organization can take on a leadership role or join an existing team to implement the programs or activities that the Principal has established. Professionalism, suitability, authority, capability, availability, and opportunity are key concerns; Proportionality can be overcome later [8]. Once recruitment is complete, the school can move on to the next phase, which includes assigning more responsibility and autonomy to instructors in the classroom. In order to continue to manage human resources for the advancement of education, the principal has taken this step.

Respecting educators relies heavily on a shared understanding of their rights and responsibilities in the classroom and being protected as professionals, including legally, as Suparlan explains in his book *Becoming an Effective Teacher*. Although interest in discussing teachers' rights and responsibilities is growing, educators will continue to hold on to the idea that they can only claim those rights once their responsibilities have been fulfilled. [9].

In addition, we have delegated duties and authority to our workers. The delegation of authority and duties in MAN 1 Kab. Sukabumi is not limited to the implementation mentioned

above. However, considering the average performance burden imposed on teachers, which is the benchmark for such achievement, it also discusses how to improve teacher performance. Mr. Pahirudin, S.Ag., M.M. has stated that. The following is an excerpt of the interview that took place at MAN 1 Kab. Sukabumi. Supervision aims to assess performance and make adjustments in response to problems found in the field. In terms of Educational Administration, classroom instruction, and accessibility of necessary resources, there is much to be desired. This allows us to calculate the approximate percentage of subordinate contributions to date. After that, we will be able to implement measures that will actually help workers increase their productivity.

In his book entitled Education Administration and Supervision, M. Ngalim Purwanto writes that the responsibilities of a school principal include fostering cooperation between school residents and maintaining positive relationships with the surrounding environment. He must motivate faculty to do their best work, cultivate a sense of community among faculty, staff, and students, create and implement strategic plans for school operations, be well-versed in curriculum goals and objectives, pay attention to the best interests of faculty and staff, and so on [10]. The next step in the principal's HR strategy is to raise education standards is to focus on teacher welfare through program expansion. Based on a conversation with Mr. Zainullah, S.Pd.I MAN 1 in Sukabumi District, we learn the following. By focusing on the well-being of educators, with the help of researchers, they will improve as workers and gain confidence in their abilities.

Career planning and development are essential, as explained by Muhammad Thoha in his book Conceptual and Operational Management of Islamic Education, to ensure that the future growth of the organization is aligned with the maturation of the people who will hold key roles in such growth [3]. Principals can take human resource management a step further to improve educational standards by facilitating the professional development of their teaching staff. Efforts to improve teacher competence are carried out systematically, as explained by Suparlan in his book Teachers as a Profession explaining teacher development programs. Pre-service education, internal training, and on the job-training are subsystems of teacher development that cannot be separated from each other, and all are implemented as part of teacher quality improvement policies at this early stage [9].

The position of the principal as a decision maker as a policy maker is decisive. For example, if a program is not functioning properly, both the program and the staff involved in it will be evaluated together, and if a teacher or other faculty member is not working according to their job duties, they will be evaluated and supervised to determine if they still want to be retained. In particular, dismissal from one's workplace. The principal then walked away from his position in the company. The following is an excerpt of an interview with the head of MAN 1 Kab. Sukabumi, and it confirms the findings.

"The staff member was not suddenly released in our school district. The data collected by monitoring and assessing teachers and other education professionals provides a benchmark for developing their professional potential. As long as the decree for subordinates is still valid after one year, we will work to improve it. It is our job to help employees grow and develop throughout the year (KPL-1)."

Financial rewards are given to teachers as a sign of gratitude for all they do for their students. In the event of dismissal of teachers, it is important to consider not only the termination of employment but also the payment of severance packages. According to an interview with the principal, Mr. Pahirudin, S.Ag., M.M. MAN 1 Kab. Sukabumi, it was revealed as follows: "Those who voluntarily leave their positions or are dismissed in good standing are recognized for their efforts." This bonus is part of a company-wide effort by MAN 1 Kab. Sukabumi to help workers who have to leave their jobs before finding a new job.

Implementation Factors of Human Resource Management in Improving the Quality of Education in MAN 1 Kab. Sukabumi

Quality or quality refers to the overall description and features of a product or service that indicate its capacity to meet user or buyer expectations. Human resource management (HRM) has many benefits for educational institutions, including increasing the effectiveness of in-house programs and enhancing the learning experience for students. Supporting factors for the quality of education at MAN 1 Kab. Sukabumi can be found in the various courses offered. Connectivity between institutions and the quality of education is fostered when additional programs are offered, and when those programs align with the school's vision and mission. Following the logic shown above, one might conclude that a school's program offering indicates the quality of education it provides. If the program is in line with the school's vision and mission, school education will improve as a result, and vice versa. In this way, there will be a relationship between the institution and the standard of education.

In addition, school buildings and other infrastructure are valuable resources. Because, with the right infrastructure, schools can be an effective means of learning. It was pointed out by Barnawi and M. Arifin that to be able to function well as a learning institution, schools need adequate physical buildings. In addition to being an important tool for teaching, school buildings and infrastructure should not be underestimated as resources. The teaching and learning process is greatly helped by the high quality of school infrastructure and facilities. Teachers and children alike appreciate the comfort of this building. Unfortunately, this state of affairs did not last long. Infrastructure improvements are necessary, but they cannot be done forever. However, assistance in building and maintaining infrastructure does not always materialize. Good management of facilities and infrastructure is needed to keep the quality and quantity of these resources stable and timely [11].

Findings from a study conducted at MAN 1 Kab. Sukabumi show that the school's physical facilities and infrastructure are quite adequate, although in many ways it is not optimal. This applies overall, starting with a representative number of classrooms and continuing through to the availability of teacher rooms, administrative offices, and meeting rooms. Because MAN 1 Kab. Sukabumi has provided resources such as libraries, science labs, and computer labs for its students, this institution meets the needs of its students in this area by almost 80%. Given the foregoing, it is not surprising that school facilities are an important tool for improving the quality of the educational process and selling points when trying to attract new students. In addition, the curriculum is a major component of schooling. In other words, curriculum is an important aspect of any schooling endeavor, and it is impossible to separate the two.

Sukmadinata argues that assessment and continuous improvement of curriculum design and delivery is necessary to ensure high-quality learning outcomes. This curriculum is evaluated and improved either in whole or in part, periodically or as needed, with the participation of all teachers or individually. Improvements are always made to this curriculum [12]. Continuous evaluation and refinement of curriculum design and implementation is carried out to ensure high-quality learning outcomes. This curriculum is evaluated and improved either in whole or in part, periodically or as needed, with the participation of all teachers or individually. Improvements are always made to this curriculum [12].

The results of research conducted at MAN 1 Kab. Sukabumi, the application of curriculum in the learning process at MAN 1 Kab. in Sukabumi went smoothly and in accordance with government recommendations. In addition, for the 2022-2023 academic year, Classes X, XI, and XII at MAN 1 Kab. Sukabumi will be taught according to the Merdeka curriculum, because the school has been given a Decree of Eligibility. Teachers have followed the guidance of the independent curriculum, so it has been implemented. Effective learning can be fostered both inside and outside the classroom thanks to the many learning resources,

media, and tools available to educators today. As recommended by the government, MAN 1 Kab. in Sukabumi has successfully implemented the curriculum into the teaching and learning process.

Based on what has been discussed so far, it is not surprising that curriculum plays an important role in educating students and setting the stage for a successful educational experience. Therefore, it is the responsibility of every school to create, organize, manage, and evaluate its curriculum (school) properly. The appraisal of the performance of educational institutions and their programs is the responsibility of the leadership of the institution, although this task is often overlooked. As a result, human resource management (HRM) has stagnated in many private universities because of this. Irawan writes in his book *Human Resource Performance Evaluation* that to be successful, principals must access a variety of tools and resources. Power, motion, action, and activity all require resources such as energy, power, and time. Among these are things like land, water, air, money, brain power, and technology. Human resources are the most valuable asset. Human resources are the force that drives and synergizes an organization's other assets to achieve its goals. [13].

D. CONCLUSION

In accordance with the problem formulation, the researcher will make the following findings from the description above:

Human Resource Management in MAN 1 Kab. Sukabumi requires several steps, including: a) analyzing needs and information; b) teacher recruitment; c) recruiting new employees to introduce new job markets; d) teacher placement; e) delegate authority and responsibility to staff so that they can be as much as possible in carrying out their duties; and f) implementation of supervision of employee performance. g. seventh is the provision of teacher welfare, g) employee career development. Coaching, disconnecting, and rewarding staff members are all ways that the quality and competence of educators can be improved.

Supporting efforts to improve Human Resource Management MAN 1 Kab. Sukabumi includes: a) The principal's accuracy in developing his school curriculum, in general, yields positive results; b) Ongoing initiatives in district schools that have the potential to make meaningful improvements to the quality of education; and c) Adequate physical resources and support systems. Of these four elements, it is expected to improve the quality of education in educational institutions, especially in MAN 1 Kab. Sukabumi. The researcher then makes recommendations to related parties based on the findings and discussions mentioned above. Human resource management and quality of education are two areas where MAN 1 Kab. Sukabumi is predicted to grow rapidly. For the general public, it is expected to be a reference in studying human resource management in improving the quality of education, especially in MAN 1 Kab. Sukabumi.

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Author declaration

Author contributions and responsibilities

The authors made major contributions to the conception and design of the study. The authors took responsibility for data analysis, interpretation and discussion of results. The authors read and approved the final manuscript.

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