

Human resource development management in improving the quality of educators at MTS Al Hikam Jatirejo

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ABSTRACT

The research is intended to describe and analyze the management of human resources development at MTS al hikam jatirejo was inspired by jombang. To describe and analyze the quality of educators at MTS al hikam jatirejo was inspired by jombang. To describe and analyze the management of human resources development in improving the quality of educators at MTS al hikam jatirejo was inspired by jombang. The method used was case studies. Research shows that the management of human resource development at MTS al hikam jatirejo was debunked by jombang very well because it has been through several stages and selections made by madrasa head who refers to the vision of the madrasah mission and its prescribed standards of soup. The quality of educators at MTS al hikam jatirejo is detrained by jombang, and have effective roles and responsibilities, and the program evaluation results can be a model for the next program. The management of human resource development in enhanced educators at MTS al hikam jatirejo is said to be successful, with several such training as workshops, bimtech, and supervision to design and evaluate the development of human resources in the following year.

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Introduction

Education is guidance given to children during their growth and development to reach maturity, aiming to increase knowledge, shape character (Afifah et al., 2022), and direct children to become better individuals (Novita et al., 2022). Education can also be interpreted as a conscious effort (Aji et al., 2022) to prepare learners for learning through teaching, guidance, and training activities for their future roles.

Education is a lifelong necessity for every individual (Nuria, 2022). It is crucial because without education, human development would be challenging (Tri & Sofiyatul, 2022). Therefore, education should be directed towards producing quality individuals capable of competing (Elis Mediawati, 2010).

According to the Law Number 20 of 2013, Chapter II, Article 3 on the National Education System, national education functions to develop abilities, shape character, and civilization of a dignified nation to enlighten the nation's life (Kholish, 2022). It aims for the development of students' potential to become faithful, pious, noble, healthy, knowledgeable, skilled, creative,

independent, democratic citizens, and responsible individuals. One orientation of educational development is the improvement of the quality of learning.

Improving the quality of learning is crucial for educators to achieve continuous educational quality enhancement (Ratnawatiningsih & Hastuti, 2022). Quality improvement can be achieved by building an effective management system, including: human resource planning, recruitment system, selection and placement system, training system, development system, evaluation system, competence system, and human resource supervision system. Government Regulation Number 19 of 2005 on National Standards of Education demands educators to possess high competency levels. The four competencies to be possessed are pedagogical, personality, professional, and social competencies.

Human resource development is the process of enhancing the quality and quantity of human resources (Ngabdul Shodikin et al., 2023). It involves preparing individuals for higher responsibilities within an organization. Development encompasses various aspects of improving educator quality, not just education and training (Hudat, M. Adib Nur; Prasetyo, 2022). Human resource development focuses on the organization's long-term needs. Training aims to improve current job performance, while development is for acquiring skills for the future (Susanto, 2022).

The effectiveness of educational personnel tasks depends on a certain level of professionalism reflected in competencies that meet educator quality standards (Hartatiningsih, 2022). Therefore, educator quality, specifically teachers, is a priority in efforts to improve educational quality at schools. Good and sustainable education quality also heavily relies on its human resources (Yahya et al., 2022). Qualified, competent, and professional educators are essential for achieving the expected progress in education (Hidayah, 2022).

Without outstanding educators, educational institutions would find it challenging to provide adequate education and empower students to achieve higher achievements. Hence, human resource development management is a critical factor in enhancing the quality of educators in educational institutions.

Human resource development management is the key to success in improving the quality of educators in educational institutions. At MTs Al Hikam Jatirejo Diwek Jombang, human resource management has proven successful in creating a conducive environment for developing the potential of educators (Ardianta, 2022). This management focuses on various aspects such as planning, recruitment, selection, training, evaluation, and supervision of human resources. The programs implemented in human resource development management aim to enhance the competence and quality of educators, enabling them to provide quality education in line with national standards.

The phenomenon at MTs Al Hikam Jatirejo Diwek Jombang shows that it is a highly sought-after Islamic Junior High School with enthusiastic community interest, evident from the increasing number of students each year. MTs Al Hikam Jatirejo Diwek Jombang is experiencing continuous development and improvement, indicating the community's high trust in the school. The school has achieved numerous academic and talent-based achievements, from mathematics and English Olympiads to various science fields, at the district, provincial, and even national levels.

Recognizing the importance of human resource development management in the educational system context, human resource development must be carried out by all parties. This is because human resource development management is not just about acquiring human resources (Julkifli, 2022). The researcher is interested in conducting research at MTs Al Hikam Jatirejo Diwek Jombang because there are several things they want to explore. This school is one of the long-established schools in a densely populated area and has become one of the favorite schools in Jombang. The numerous achievements in academic and student talent areas, along with successful quality improvement programs, indicate that the human resources at MTs Al Hikam Jatirejo Diwek Jombang are already excellent, and educators are eager to improve further

to meet the teacher certification requirements. Based on the background provided, the research problem is formulated as follows: How can the school principal implement human resource development management, what programs are used, and what is the success in improving the quality of educators at MTs Al Hikam Jatirejo Diwek

Method

In this study, the author employs a qualitative approach as the research method (Syaiful Anam, 2023). Qualitative research aims to understand phenomena experienced by research subjects, such as behavior, perceptions, motivations, and actions, in a holistic manner, using descriptive language within a specific natural context and employing various natural methods. According to Sugiyono (2007), qualitative research is conducted on natural objects where the researcher acts as the key instrument. Data collection techniques are combined, data analysis is inductive, and the results of qualitative research emphasize meaning rather than generalization.

Mulyana (2008) states that qualitative research aims to preserve the form and content of human behavior and analyze its quality, rather than transforming it into quantitative entities. In this qualitative approach, the researcher utilizes a case study method because the theme pursued involves direct observations conducted by the researcher. The data collection techniques in this research include observation, interviews, and documentary studies.

- a. Observation: In this study, observation is conducted through direct visual examination of the research subjects and objects. The observation targets include the madrasah environment, student activities, teaching and learning activities, student discipline, and more.
- b. Interviews: Interviews are carried out to ensure the completeness and accuracy of data by interviewing subjects and objects of the study. The interview targets in this research include the head of the madrasah, deputy head, teachers, and students.
- c. Documentation: This involves collecting data through the analysis of written documents to obtain supporting data for the research, such as the madrasah's history, vision-mission statement, organizational structure, student and teacher journals, and attendance records.

The data analysis in this research comprises three stages:

- a. Data reduction involves summarizing, selecting, and focusing on essential aspects. Electronic tools like computers are utilized, with specific coding assigned to various aspects.
- b. Data presentation takes the form of brief narratives, matrices, and other formats. In this study, student and teacher journals, as well as attendance records, are part of the data presentation.
- c. Drawing conclusions involves synthesizing and interpreting analyzed data, supported by valid and consistent evidence from the field.

In qualitative research, ensuring data validity is crucial to determine the accuracy of the research findings. Various tests can be conducted, including Credibility Testing, Transferability Testing, Dependability Testing, and Confirmability Testing. The research is conducted at MTs Al Hikam Jatirejo Jombang, chosen for its proximity to the researcher's residence, ease of obtaining permission, and accessibility. The research period spans from March 14 to May 28, 2022.

Hasil dan Pembahasan

Based on the research conducted, the researcher obtained several data regarding Human Resources Development Management in Improving the Quality of Educators: A Case Study of Mts Al Hikam Jatirejo Diwek Jombang. The research data were collected through various techniques, including interviews, observations, and documentary studies, to achieve the research objectives.

The Human Resources Development Management at Mts Al Hikam Jatirejo Diwek Jombang has undergone several stages, including:

- a. Educator planning: The madrasah head conducts meetings to find educators aligned with the madrasah's vision and mission (Zakarya, Hafidz, Martaputu, 2023).
- b. Recruitment and selection of educators: The madrasah head selects educators based on the qualities and abilities needed by the madrasah.
- c. Orientation and job description: The madrasah head reviews candidates based on their abilities and experiences to ensure alignment with the madrasah's vision and mission (Rhain et al., 2023).
- d. Development and training of educators: The madrasah head provides various training sessions, both within and outside the madrasah, through socialization (Muchamad Chairudin, 2023) and workshops related to effective teaching and learning activities.
- e. Evaluation of educators: The madrasah head evaluates new educators for performance assessment as a reference for future performance; this evaluation is conducted once a year (Nurul Umah Fijanati, Hafidz, Sukadi, 2023).
- f. Compensation and welfare of educators: The madrasah head provides wages and compensation to ensure the well-being of educators and motivate them.
- g. Working environment conditions: The madrasah provides a conducive and effective working environment to ensure educators can work optimally (Nikita Nur Zulaecha, Hafidz, Biela Nanda Oktivibi Pertiwi, 2023).

The Human Resources Development Management at Mts Al Hikam Jatirejo Diwek Jombang encompasses various critical stages. Firstly, the process begins with educator planning, where the madrasah head conducts meetings to identify and select educators who align with the institution's vision and mission (Zakarya, Hafidz, Martaputu, 2023). Subsequently, the recruitment and selection of educators follow suit, as the madrasah head carefully selects individuals based on the specific qualities and abilities required by the institution. Furthermore, the orientation and job description stage involves the madrasah head conducting a thorough review of candidates, ensuring that their abilities and experiences align with the madrasah's goals (Rhain et al., 2023).

The second phase of the process includes the development and training of educators, wherein the madrasah head organizes various training sessions, both within and outside the institution, through socialization and workshops. These initiatives are designed to enhance effective teaching and learning activities among the educators (Muchamad Chairudin, 2023). Additionally, the evaluation of educators is a crucial aspect, with the madrasah head conducting an annual assessment of new educators' performance to provide a reference for future evaluations (Nurul Umah Fijanati, Hafidz, Sukadi, 2023). The final stages involve ensuring the compensation and welfare of educators, with the madrasah head providing appropriate wages and compensation to enhance well-being and motivation. Moreover, creating conducive and effective working conditions is emphasized, as the madrasah strives to provide an environment that allows educators to work optimally (Nikita Nur Zulaecha, Hafidz, Biela Nanda Oktivibi Pertiwi, 2023).

The Human Resources Development Management at MTs Al Hikam Jatirejo Diwek Jombang is deemed excellent as it has gone through various stages and selections conducted by the madrasah head in accordance with the madrasah's vision, mission, and established standard operating procedures (SOP).

The quality of educators at MTs Al Hikam Jatirejo Diwek Jombang encompasses characteristics, quality achievement standards, quality assurance, academic and non-academic achievements of students, program achievements, and student development. Each educator possesses distinct characteristics, ensuring that students remain engaged in the lessons. Educators adhere to the established learning systems and the madrasah's vision and mission.

According to Sudarwan Danim, there are four aspects of educator quality: human resources, facilities and infrastructure, organizational structure, and vision and mission. Educator quality is crucial for producing successful younger generations and depends on effective human resources management. The research findings at MTs Al Hikam Jatirejo Diwek Jombang indicate that the educator quality management process is excellent, with specific characteristics not necessarily found in other institutions. The madrasah has set quality achievement standards and specific work programs, evaluated and developed every six months. Quality assurance or quality standards are consistently and sustainably implemented to achieve specific goals. Quality standard assurance is continuous and consistent, such as the transition from the K-13 curriculum to the independent curriculum, supported by the Ministry of Religious Affairs. As a result, MTs Al Hikam Jatirejo Diwek Jombang has become a reference for several other madrasahs.

MTs Al Hikam Jatirejo Diwek Jombang has achieved both academic and non-academic accomplishments, including wushu and karate training, poetry reading competitions, multilingual speeches, and national-level victories (Triana et al., 2023). Additionally, the madrasah has various organizations and extracurricular activities to allow students to develop their talents. The quality of educators at MTs Al Hikam runs smoothly, with effective roles and responsibilities, and the evaluation program serves as a reference for future programs.

In the development of human resources to enhance educational quality, there must be sufficient human resources, good cooperation with the local government, and guaranteed facilities and infrastructure. The research findings indicate that human resources development at MTs Al Hikam Jatirejo Diwek Jombang has involved training and the improvement of educator quality through workshops and supervisions at the beginning of each semester.

For qualitative research, the results section includes detailed subsections related directly to the research focus and categories. The article's discussion aims to: (1) answer the research problems and questions; (2) show how the findings were obtained; (3) interpret the findings; (4) relate the research findings to established knowledge structures; and (5) introduce new theories or modifications to existing ones.

In addressing research problems and questions, research findings should be explicitly concluded. The interpretation of findings is done using existing logic and theories. Real-world findings are integrated or related to previous research or existing theories, with proper referencing. When introducing new theories, old theories may be confirmed or rejected, and modifications may be needed.

Conclusion

Based on the results of the research and discussion, it can be concluded that Human Resource Development Management at MTs Al Hikam Jatirejo Diwek Jombang is excellent as it has gone through several stages and selections conducted by the school principal, adhering to the madrasah's vision, mission, and predetermined Standard Operating Procedures (SOP). The quality of educators at MTs Al Hikam Jatirejo Diwek Jombang has been effective, with educators playing a significant role and demonstrating effective responsibilities. The evaluation results serve as a reference for future programs. The Human Resource Development Management in improving the quality of educators at MTs Al Hikam Jatirejo Diwek Jombang can be considered successful, marked by the organization of various training programs such as workshops, seminars, and supervision to design and evaluate human resource development in the following academic years.

However, this research has limitations that may weaken its findings. The limitations include the focus on specific variables and the study being conducted in a single madrasah. Therefore, exploring more than one madrasah or different madrasahs may yield diverse results. Given these limitations, future researchers are encouraged to expand the scope by introducing additional variables and addressing different aspects of the issue. Furthermore, exploring various madrasahs or educational institutions could provide a more comprehensive understanding of the topic.

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