

Improving the Performance of Educational Units Through Effective Management of Human Resources

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ABSTRACT

Human Resources are part of the progress of science, development, and technology. Therefore, in today's era where technology and civilization are very advanced, it demands competent Human Resources who have high enthusiasm and discipline in carrying out their roles and functions both for individual and organizational purposes. Therefore, the progress or failure of a country depends on the ability of its human resources. The purpose of writing this article is to examine the improvement of education unit performance through effective management of human resources. The method used is the literature study method. Which is by utilizing various references from journals and articles for data collection. All the references that have been collected are then compared with each other so as to obtain a number of conclusions that are drawn into the materials that are then poured in this article. HR management in improving performance or quality is a system approach in an effort to maximize competitiveness through continuous improvement to obtain optimal value or quality of services, people, products and the environment by involving all elements and stakeholders of the organization in one vision. A good and careful process will produce human resources, namely quality educators and education personnel. Education can be said to be of quality if all aspects meet predetermined standards. Human resource management (HRM) is very important to improve the quality of education, because educational institutions rely heavily on well-managed human resources to progress and develop.

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1. INTRODUCTION

Improving the performance of educational units is one of the main focuses in efforts to improve the overall quality of education. One aspect that greatly influences the performance of educational units is effective human resource (HR) management. Human resources in the educational context include teachers, education personnel and administrative staff, all of whom have an important role in achieving educational goals.

Effective human resource management can create a conducive work environment, motivate teaching and education staff to give their best, and encourage innovation and improve the quality of education. Therefore, good HR management strategies must be implemented to optimize the potential of each individual in the educational environment.

In the current era of globalization, which is characterized by rapid changes, an organization or institutional institution is required to make adjustments in all aspects of the organization. With limited existing human resources, organizations are expected to be able to optimize them so that the stated organizational goals are achieved. Human Resources are part of the progress of science, development and technology. Therefore, in the current era where technology and civilization are very advanced,

competent human resources are required who have high enthusiasm and discipline in carrying out their roles and functions for both individual and organizational purposes. Therefore, whether a country is advanced or not depends on the capacity of its human resources.

Human resources have a very important role, in their interaction with capital, material, method and machine factors. Existing complexity can determine human quality. Therefore, it requires us to always be careful and pay attention to every aspect. This is, as stated by Snyder (1989) that "Humans are the most valuable resource, and behavioral science provides many techniques and programs that can guide the use of human resources more effectively." This aims to achieve increasing human resource performance.

The results of the study by Christina and Maren (2010) concluded that human resource performance is influenced by commitment. Organizational commitment is the relative strength of employees in identifying their involvement in the organization. This is characterized by three things, namely 1). Acceptance of the organization's values and goals, 2). Readiness and willingness to make serious efforts on behalf of the organization, 3). The desire to maintain membership in the organization (Mowday, et.al: 1981).

2. METHOD, DATA, ANALYSIS

The method used is the literature study method. Which is by utilizing various references from journals and articles for data collection. The entire references that have been collected are then compared with each other so as to obtain a number of conclusions that are drawn into materials which are then poured into this article.

3. RESULT AND DISCUSSION

Human Resource Management in Improving the Quality of Education Management

Education can be said to be of quality and quality if all aspects meet standards. Management can be used as a tool or way to achieve quality improvement the pillar is human resources. Human resource management is very important in improve the quality of education. This is based on an educational institution that can develop and progress with the support of existing human resources. So every institution education that wants to progress and develop must pay attention to its human resources and manage it well and create high-quality education. Quality improvement Education is largely determined by the leadership of educational institutions in managing resources human beings, in this case teaching and educational staff. In human resource management, Higher education leaders are the key to improving the quality of education. College leaders required to always develop human resources in order to create good education quality.

The importance of human resource management in improving the quality of education is based on (Ni Wayan Dian Irmayani, 2021):

- 1) HR or work is something that is the focus of training, given its vital role in working on the nature of schooling.
- 2) With good and effective utilization of human resources by administrators in an organization, it will increase the achievement of the goals of the hierarchy and utilization of human resources starting from good preparation, solid association, good and expert staffing, and good leadership. controlled and great management ensures the achievement of good goals. administrative cycle work.
- 3) Human resources are one part of the executives' general instructions, and the executives' human assets occupy a vital place. It is said so on the grounds that human resources, in this case indicating staff, is the center of attention of the school.
- 4) HR is one of the very important variables for the progress of an educational foundation, therefore HR should be properly supervised through human asset management. Because through the efforts and imagination of human resources, the association can produce quality products and services. The utilization of human resources of managers in the field of education has not been done much, and there are even a handful of parties who question the feasibility of human resource improvement institutions in the field of education. Meanwhile, various groups consider human resource management to be a great hope for the world of schooling. The use of human assets of leaders in educational institutions welcomes ridicule. Some education experts questioned the achievability and suitability of the concept of HR councils with the characteristics of educational institutions. This audience argues that the human assets of

executives is an idea that is difficult to assess in the realm of education, especially educational institutions.

According to (Dr. I Gusti Ketut Purnaya et al., n.d.) there are four main areas of HR management principles namely:

- a. Development of HR management to further develop comprehensive regulatory and functional capabilities to supervise educational institutions as a whole. The use of HR management by administrators, especially educational institutions, in working on authoritative capabilities is expected to be able to strengthen the administration of value improvement that has been carried out by educational institutions, such as School-Based Management (MBS) Quality Improvement Based on Educational Institutions. The management consisting of several teaching and educational staff stated that the premise of the implementation This was born from the idea of HR management which was originally applied to the business world. Management capability in educational institutions is a significant variable and methodology for the progress of educational institutions as formal educational organizations that are considered normal to achieve their institutional goals of having competent human resources (HR) and supervising them with a sound school management and executive framework, especially a management framework. carry out management that is specifically in the nature of preparation, structuring, implementation, observation and assessment. Educational institutions as a forum for teaching about the existence of the state which is a command of Allah and the command of the 1945 Constitution through the development of educational institutions as a basis for formal education that implements administrative skills in the implementation of its administration.
- b. Integrating HR management in the curriculum, the curriculum functions in context achieving educational goals, the curriculum can be seen as a tool to achieve goals national education, by translating it successively into objectives national, curricular goals and instructional goals, at every type and level. From the institution education (educational institutions). The curriculum in quality improvement is a program education that must be followed by students under the guidance of educators to achieve educational goals and as a guide for teachers and students in carrying out the process learning, so that the educational goals that have been set are actually achieved. Type knowledge/skills, attitudes and skills possessed by graduates of an educational institution can be known through the curriculum of the educational institution. Curriculum is one of them a very determining component in an education system, because it is a tool for achieve educational goals as well as serve as a guide in the implementation of teaching all types and levels of education.
- c. The educational goals of a nation are determined by the philosophy and outlook on life of the nation or state the. Differences in the philosophy and outlook on life of a nation or country cause differences in the goals to be achieved in education, and at the same time there will also be influencing the curriculum in educational institutions in the country. Likewise with Political changes in a country's government also have an impact on the education sector, which often has an impact on changes to the applicable curriculum. Therefore, a curriculum is necessary integrated with HR management so that it can adapt to various developments happen. The importance of human resource management in classroom teaching, teachers are educators who greatly influence the personality of students. For example, if the behavior of the educator or The teacher is good, so the behavior of most of the students is also good. Vice versa, if attitude or the teacher's morals are not good, then clearly the students' attitudes or morals are also not good. Because students' attitudes easily imitate all the behavior and actions of people they like, including teachers who are role models for them. The presence of teachers in educational institutions and the community is the main factor in achieving educational goals in improving quality and service. A teacher's skills in planning and implementing the learning process are.
- d. Human resource management to manage evaluation activities of educational institutions. Evaluation of educational institutions is a very important process in activities formal education. Evaluation can determine the effectiveness of performance so far, evaluation often considered as one of the things that determines the management of educational institutions and determine the quality of students. Because, through evaluation activities, orientation can be determined in the subsequent management process. Evaluation should be seen as something normal, namely as an integral part of a learning activity process something that is closely related to the duties and responsibilities of teachers as teachers who educate in educational institutions and also the community environment. Teachers as educators have a meaning very broad, not limited to providing teaching

materials, but includes ethics and aesthetics as well managing human resources in facing the challenges of life in society. Teacher as an educator you must always be careful in determining steps and responding to situations and conditions. Therefore, competence is an integral part that cannot be separated from someone in carrying out a task. So it can be understood that the competence of a teacher is a component that must be owned or controlled by a teacher and as a tool to provide the best assistance and service to students in the learning process at class.

Therefore, in the current era of global competition, it is time for Islamic educational institutions developed with an industry-based management pattern. Management of this model requires management of educational institutions to improve the quality of education using various approaches, such as the human resource management approach in improving quality education. HR management in improving performance or quality is an approach system in an effort to maximize competitiveness through continuous improvement to obtain optimal value or quality of services, people, products and the environment with involving all elements and stakeholders of the organization in one vision. Together (Warisno, 2019). Improving the quality of education is a more effective and efficient work process followed by competent human resources with loyalty and fighting spirit high, of course it will have an impact on improving performance which leads to consumer satisfaction or consumers.

Efforts to Develop Human Resource Management in Islamic Education Institutions

Producing quality human resources takes a long time. In simple terms, human resource development means the process of planning, organizing, direction, and control as management functions in general. Source development Human resources can also be seen from the process of procuring or recruiting workers, compensation given, integration between one element and other elements, as well as maintenance for the purpose educational institutions are achieved, because that is basically what education is. reaffirm that people are human resources. which is not limited by the perfection of creation and reason he has. The process of developing human resources in educational institutions must be based on needs analysis and careful planning so that it can support the achievement process goals of educational institutions.

A good and careful process will produce human resources, namely educators and qualified educational staff, thus someone is said to be an educator and quality education at an educational institution when working have careful considerations and calculations in every action, not deep Act. an action. rush in every decision, pay attention to work and establishing values in planning, in practice also human resources qualified will not work and teach haphazardly. He will prioritize quality and quality work and will use their time effectively and efficiently. An educator will teach according to the learning tools that have been prepared. An educational staff will provide the best service in an educational institution environment. Likewise on Islamic educational institutions, quality human resources when viewed from an Islamic perspective that the management of human resources in Islamic educational institutions must refer to what is has been exemplified by the Prophet Muhammad SAW.

Which is based on the Islamic concept of creation humans, namely the concept of the purpose of humans being created to worship Allah SWT, and the concept humans were created on earth as caliphs (Werdiningsih, 2021), it is hoped that with this strategy What is done in developing human resources can produce human resources in competent educational institutions so as to produce quality services implementation of education.

4. CONCLUSION

Education can be deemed high-quality when all its aspects meet established standards. Human resource management (HRM) is crucial for enhancing education quality, as educational institutions rely heavily on well-managed human resources to progress and develop. Effective HRM in educational institutions involves training, organizing, and deploying staff efficiently to achieve institutional goals. The leadership within these institutions plays a pivotal role in this process, emphasizing the development and management of teaching and educational staff. Key HRM principles include developing comprehensive regulatory capabilities, integrating HRM into the curriculum, aligning educational goals with national philosophies, and managing evaluation activities. In the context of global competition, applying an industry-based management approach, such as continuous improvement in HRM, is essential for optimizing education quality and meeting stakeholder expectations.

Developing quality human resources in Islamic educational institutions involves meticulous planning, organization, direction, and control. This development process should be based on a needs analysis and careful planning to support the institution's goals. Quality educators and staff are characterized by their thoughtful actions, adherence to planning, and commitment to providing high-

quality education and services. In Islamic education, HRM must align with Islamic principles, as exemplified by the Prophet Muhammad SAW, emphasizing the creation purpose of worshiping Allah SWT and serving as caliphs on earth. By implementing these strategies, Islamic educational institutions can develop competent human resources, thereby enhancing the quality of education provided.

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