Human Resources in Improving The Quality of Education in Madrasah (Case Study at MTs Muhammadiyah Sirampog-Brebes)

Nurokhim

Students of the UMJ Islamic Education Management Doctoral Program

Oneheart8189@gmail.com

Abstract

Education is fundamental in a civilization. Whether a nation is advanced or not will be seen by the input, process and output of education. One of the components that determines whether education is progressing or not is Human Resources. Islamic Education Management plays a very important role in overcoming these problems, because it is related to the educational process for the best students in Islam, while to improve the quality of education one must pay attention to components including:Employee performance, employee productivity, employee morale,Motivating Work, Job Satisfaction, Leadership.The aim of this research is to provide insight and solutions regarding the components of Human Resources to improve the quality of education in madrasas.

Keywords: Human Resources, quality of education

Introduction

Education is a very vital need for humans, including the Indonesian nation, because education is an absolute necessity fulfilled throughout life. Without education, it is impossible for humans to achieve success live and develop in line with his ideals and goals in life. The role of education in personal and community life is very important, so in developing national character we must adhere to and rely on a strong educational foundation.

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Likewise, in the Preamble to the Constitution of the Republic of Indonesia In 1945, the fourth paragraph explained the aim of national education, namely "...promoting general welfare, educating national life, and participate in world peace."

Thus, the government has an obligation to improve and smarten the nation's life through education includes improving the quality of life and dignity of the nation and state, as a human being who believes and is devoted to God Almighty and of noble character. As in the Law No. 20/2003 concerning the National Education System states that "National development in the field of education is an effort to educate the nation's life and improve human quality Indonesia in realizing an advanced, just and prosperous society and enable its citizens to develop themselves, well relating to physical and spiritual aspects based on Pancasila and the 1945 Constitution". Furthermore, it is explained in Law No.20/2003, that: "National education aims to develop the potential of students to become people who are faithful and devout towards God Almighty, noble character, healthy, knowledgeable, capable, creative, independent, and a democratic citizen and take responsibility for making life intelligent nation" (Law No.20 of 2003)

Identification of problems

The description of the background above leads us to an understanding that Human Resources in improving the quality of education at MTs Muhammadiyah Sirampog is a necessity. Therefore, the author attempts to examine the conception of Human Resources as a concept in improving the quality of education at MTS Muhammadiyah Sirampog.

The focus of the study or study formulation

1. Why is the concept of Human Resources an important part of management

    improving the quality of education at MTs Muhammadiyah Sirampog?

2. What is the concept of Human Resources (managers, educators and personnel

    education) at MTs Muhammadiyah Sirampog?

3. How is the concept of Human Resources applied in improving the quality of education at MTs Muhammadiyah Sirampog?

Research purposes

1. Analyzing the concept of Human Resources in improving the quality of education at MTs Muhammadiyah Sirampog

2. Describe the concept of Human Resources in improving the quality of education at MTs Muhammadiyah Sirampog

3. Finding the application of the Human Resources concept in improving the quality of education at MTs Muhammadiyah Sirampog

Method used

This research uses a qualitative approach because the data was obtained using collect data consisting of narrative (sentence structure) and words or opinion (Miles & Huberman, 1994). Meanwhile, this type of qualitative research is descriptive with a library research approach as an effort to obtain data that is relevant to the research topic. Hence, this research focuses on discussing Human Resources construction in improving the quality of education at MTs Muhammadiyah Sirampog.

In qualitative research, the researcher is the key instrument. Therefore researchers must have theoretical provisions and broad insight so they can ask questions, analyzing and constructing the object under study becomes clearer. This research emphasizes more on meaning and is tied to values. The essence of qualitative research is observing people in their living environment, interacting with them, trying understand their language and interpretation of the world around them, approach or interact with people related to the research focus with the aim is to try to understand, explore their views and experiences to obtain the necessary information or data. Qualitative research where the researcher's role is as a key instrument in collecting data and interpreting data. Data collection tools usually use direct observation, interviews, document studies. While the validity and reliability of data uses triangulation using inductive methods, the results of qualitative research emphasize meaning rather than generalization. Qualitative research is used if the problem is not yet clear, to find out hidden meanings, to understand social interactions, to develop theories, to ensure the correctness of data and to research historical developments.

Bearing in mind that this research aims to understand and interpret various phenomena that exist or occur in reality as a characteristic of qualitative research, in this case what is the Human Resources process in improving the quality of education at MTs Muhammadiyah Sirampog. So the researcher used descriptive qualitative research methods

Theoritical review

a. Human Resources

The definition of human resources is the potential contained within humans to realize their role as adaptive and transformative social

creatures who are able to manage themselves and all the potential contained in nature towards achieving a prosperous life in a balanced and sustainable order. In everyday practical terms, HR is better understood as an integral part of the system that forms an organization. (*http://id.wikipedia.org/wiki/Sumber_daya_human*)

The definition of management according to Marwansyah is the utilization of human resources within the organization which is carried out through resource planning functions. human resources, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and industrial relations (Marwansah: 2010)

According to Sastrohadiwiryo, Human Resource Management has been replaced with workforce management, namely utilization, coaching, knowledge, regulation, development, elements of the workforce. Good and bad employees or employees to achieve the maximum useful results and efficiency according to the organization. (Siswanto: 2002)

Educational human resources are regulated in Law no. 20/2003 Chapter XI articles 39 to 44. (Depdiknas, 2002a). Article 39 contains educational staff who are tasked with carrying out administration, management, development, supervision and technical services to support the educational process in educational units and educators are professional staff who are tasked with planning and implementing the learning process, assessing learning outcomes, providing guidance and training, and conducting research and community service, especially for educators at universities. Article 40 regulates educators and education personnel to obtain appropriate and adequate income and social welfare guarantees, rewards in accordance with their duties and work performance, career

development in accordance with demands for quality development, legal protection in carrying out their duties and rights to intellectual property results, and opportunities to use educational facilities, infrastructure and facilities to support the smooth implementation of tasks. In addition, educators and education staff are obliged to create an educational atmosphere that is meaningful, fun, creative, dynamic and dialogical, have a professional commitment to improving the quality of education, set an example and maintain the good name of the institution, profession and position in accordance with the trust given to them. . Article 41 contains about educators and educational staff who can work across regions, the appointment, placement and deployment of educators and educational staff is regulated by the institution that appoints them based on the needs of formal education units, the government and regional governments are obliged to facilitate educational units with educators and educational staff who necessary to ensure the implementation of quality education. Article 42 states that educators must have minimum qualifications and certification in accordance with the level of teaching authority, be physically and spiritually healthy, and have the ability to realize national education goals. Educators for formal education at the levels of early childhood education, primary education, secondary education and higher education are produced by accredited universities. Article 43 states that promotions and awards for educators and education personnel are carried out based on educational background, experience, abilities and work achievements in the field of education. Educator certification is carried out by universities that have accredited education staff procurement programs. Article 44 states that the government and regional governments are obliged to foster and develop educational

personnel in educational units organized by the Government and regional governments.

Community education providers are obliged to foster and develop educational staff in the educational units they organize. The government and regional governments are obliged to assist in the guidance and development of educational staff in formal education units organized by the community. Based on the articles above in Law no. 20/2003, the analysis carried out in this paper includes educators and educational staff at madrasas, namely teachers and educational staff such as administrators, librarians, technicians and laboratory assistants.(Law No.20 of 2003)

b. Education

According to Boediono (1997: 113), education seen from the time dimension can be divided into short term, medium term and long term. Education in the short term is a symptom of education itself where increasing knowledge and forming the character of students is the goal. Education in the medium term is an economic phenomenon that questions the relationship between educational outcomes and the needs of the workforce, so that the possession of knowledge and skills is the most important thing. Meanwhile, education in the long-term dimension is a cultural phenomenon in which the transmission of values from one generation to the next is the main goal. This differentiation of education in the time dimension cannot be seen physically in the educational process, because the educational process takes place simultaneously in these three time dimensions. Education in a broad sense can be viewed from two sides, namely as a process of maturing students to enter life (democracy) and as a process of preparing them to enter the productive

economic sector. John Dewey said that it was inappropriate to link educational institutional behavior to the needs of the labor market, considering that education aims to continue democratic ideals. According to Dewey, the function of education is to form ideal social communities as part of the transformation process of a child's maturation. Education here is seen as a process of investing capital in a "human" form because its presence is a process of preparing humans to enter the productive sector

c. Previous Research

Ari Hasan Ansori with the title "Strategy for Increasing Human Resources in Islamic Education."The important role of education in personal and community life means that in developing national character we must adhere to and rely on a strong educational foundation. Human resources are the power of human thought and creativity that is still stored within them which needs to be nurtured, explored and developed to be utilized as well as possible for the welfare of human life. Improving the quality of human resources through education will provide benefits to institutions in the form of productivity, morale, work efficiency, stability and institutional flexibility in anticipating the environment, both from within and from outside the institution concerned. The Islamic education strategy in improving the quality of human resources consists of two models, namely a macro education strategy and a micro education strategy. The macro strategy consists of three components, namely first, the objectives of Islamic education which include the formation of pious people and a pious society; second, the basic principles of Islamic education which form the basis of the curriculum; and third, priorities in

action which include the absorption of all school age children, diversity of development paths, reviewing educational materials and methods, strengthening religious education, administration and planning, and regional and inter-state cooperation within the Islamic world. Micro strategies, namely tazkiyah al-nafs (cleansing the soul) through prayer, fasting, zakat, hajj, reading the Koran, dhikr, tafakur, zikrul death, muraqabah, muhasabah, mujahadah, muatabah, jihad, amar ma' ruf nahi munkar, khidmat, tawadhu, blocking the entrance of Satan into the soul, and avoiding heart disease. (Ari Hasan Ansori: 2015)

M. Nazar Almasri with the title "Human Resource Management: Implementation."

*In Islamic Education.*Human resource management is one area of general management which includes aspects of planning, organizing, implementing and controlling. Human resources are considered to play an increasingly important role in achieving goals, so various experiences and research results in the field of human resources are collected systematically in what is called human resource management. Utilization of human resources is an activity process leaders who intend to hire employees who provide sufficient performance and not hire employees who are not useful. Several efforts to improve human resources in Islamic education: (a) Increasing the development of religious universities with general universities from elementary to tertiary level, (b) Strengthening the development of students to become human beings who believe and are devoted to God Almighty, and religious education plays a role active for the development of science and technology, and (c) Religious higher education develops scientific minds in order to understand and appreciate and be able to

translate religious teachings according to and in harmony with life public.(M. Nazar Almasri:2016)

Discussion

a. Quality Human Resources

Regarding the concept of investment in the form of human resources (human investment), it means that humans invest in themselves. Improving the Quality of Out-of-School Education in Efforts to Develop Human Resources in the form of education, training or other activities that can increase their income in the future and increase their income over time. life. Sudarwan Danim (2004: 58) explains 'educational investment' or 'human resource investment', because it refers to financing assets that provide income in the future. Investment is an asset that will generate income in the future, called capital. This is different from consumption costs, which produce immediate benefits or satisfaction, but do not generate income or generate profits in the future.

Capital in the form of human resources referred to here is human resources who have certain professional abilities and technical skills. Human resources who are competent and professional in their fields and in all lines of work will produce many benefits. David H. Maister (Sudarman Danim, 2004: 58) stated the benefits that can be obtained with professional human resources, namely: a) Staff are motivated to work productively b) High quality work products c) Staff are more skilled and better guided in carrying out main tasks and d) Reduced waste of time e) Greater ability to delegate main tasks and functions because staff will be better guided f) Free time for partners to focus on activities with high added valueg) Clients will notice better service, work Bigger teams, and

greater motivation. The demands of professional human resources, as mentioned above, can be transferred to educational situations (including out-of-school education). Professional staff in the context of out-of-school educational activities are therefore part of accelerating the achievement of effective, efficient and accountable educational goals. With their professional skills, facilitators will encourage students to be motivated to learn so as to produce added value which is the key to productivity in community economic development.

b. Strategy for Creating Quality Human Resources

The Strategy for Creating Quality Resources will be closely related to employee motivation. The goals of an organization will not be realized without the active role of employees, no matter how sophisticated the tools, machines and so on are available, but without reliable human resources, the existence of tools, machines and so on. cannot function optimally. Employees are people who work for other people and sell their services, time, energy and thoughts to the company and receive compensation from the company.

Employee performance

Is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Here a bond or contract occurs regarding each other's rights and obligations. The role of employees in a company consists of their involvement in plans, systems, processes and goals that the company wants to achieve. Meanwhile, the role of human resource management is to organize and determine employment programs which include: a).

Number, quality and determination of effective workforce in accordance with company needs. b). Establish withdrawal, selection and placement employee. c). Establish welfare, development, promotion and dismissal programs. d). Know labor laws. According to Cut Zurnali, an organization must be able to find and attract prospective employees who have the ability to work using information and communication technology, known as knowledge workers. (Cur Zunarli: 2010) Drucker's opinion is that the most important contribution of management is increasing the productivity of knowledge work and knowledge workers. (Peter:2022).

In the current era, it is time for a human resources department to recruit employees with the qualities of knowledge workers so that an organization or company can achieve competitive advantage in the long term, while providing benefits to the organization's stakeholders, not only now but also in the future. future. To improve employee performance better, there must be a truly strategic system so that the company's interests and employee needs can be realized easily, namely: a). Rewards 1) Rewards must be fair and appropriate, rewards must be able to increase work motivation and loyalty. 2) Make adjustments, for example regarding the timing of salary payments. b. Communication 1) Improve relations between employees or between employees and superiors, so as to create a harmonious relationship. 2) Anticipate employment conflicts. 3) Carry out activities related to integration so that harmonious cooperation is achieved. c. Information. 1) Knowing employee satisfaction. 2) Know employee problems. 3) Determine the appropriate steps to determine company policy. 4) Know changes in both internal and external conditions of the company. 5) Conduct a SWOT analysis.

Employee Productivity

Productivity is the output of products or services combined with the input of resources used in a production process. Productivity can be expressed in physical measures (physical productivity) and financial measures (financial productivity). Productivity is an important aspect for a company, because if the company has high levels of work, profits will be made and the life of the company will be guaranteed. To increase work productivity, it is necessary to have workers who have skills and expertise work, because if the workforce does not have the expertise and skills it will result in decreased productivity and be detrimental to the company. The following steps are stages that must be considered in a compressive and integrated productivity increase plan, namely: a). Analyze the situation. b). Designing productivity improvement programs. c). Create awareness of productivity. d). Implementing the program. e). Evaluate programs and provide feedback. (Joseph M: 2010).High productivity can be achieved if it is supported by employees who have motivation and a work environment in carrying out their duties and obligations. Motivation can create the ability to work and collaborate, which will indirectly increase productivity. Meanwhile, if employee motivation is higher but is not supported by a comfortable work environment for work, work productivity results will not be good.

Employee Work Morale

In order to increase productivity, an organization or company needs to have work enthusiasm from every employee. According to Sculler and Jakson (2001:77) work morale is the condition of how an employee carries out work every day. The higher the work morale, the higher the

employee's work productivity. The level of employee morale can be seen from the level of attendance, work anxiety, turnover rate, and the number of employee work demands.

Every employee in a company will definitely face problems that will result in high work pressure. This makes it difficult for employees to have enthusiasm for work. So that a structured and clear organizational work design is created to help positively influence working conditions to help raise employee morale. Job design is a specification of the content of methods and relationships of various jobs to meet business demands and the personal needs of individual and team holders (Sunarto: 2005). If the job design provided is unclear, it will result in employees not knowing their duties and responsibilities which will affect employee enthusiasm for work. Job design always influences all basic conditions of individual behavior in the company which creates motivation for each employee, namely

by creating a clear job design and task significance.

Motivating Work

Is showing a certain direction to a person or group of people and taking the necessary steps to ensure they get there. Employee work motivation is influenced by various internal and external factors. One of the external factors that influences employee work motivation is employee welfare, rewards, work environment, length of service, education and work training. Factors that influence the emergence of motivation: Basic physiological needs, security needs, socialization needs, ego needs and self-actualization needs. Seven important factors used to motivate employee performance (motivators), namely:

Achievement, recognition, challenge, importance, responsibility, promo-the salary/allowances.

Job satisfaction

Employee Job satisfaction is a person's feelings towards their work and is a person's perspective, both positive and negative, about their work. Job satisfaction is a general attitude which is a reflection of several interrelated attitudes of a person towards work. According to Daft Streers, job satisfaction is a pleasant emotional attitude as a result of successfully carrying out one's duties and work experience. Basically, job satisfaction is an individual thing. Each individual will have a different level of satisfaction according to the value system that applies to him. This is due to differences in each individual. The more aspects of the job that suit the individual's wishes, the higher the level of satisfaction that will be felt and vice versa. Job characteristics that can provide job satisfaction include: 1) work that gives meaning to the individual, gives authority to make decisions, 2) opportunity to solve problems, 4) varied work, 5) challenging, 6) provides learning opportunities, 7) opportunity to progress, 8) form teamwork, 9) respect and support each other, and 10) provide feedback on performance.

Leadership

Leadership is an important factor in management success. The importance of leadership can be felt at the individual, interpersonal, managerial and organizational levels. Leadership at the inter-individual level occurs when someone who has a trustworthy character communicates with other people and works synergistically and produces something greater than if

they worked alone. Managerial leadership occurs when someone works together to achieve organizational goals. Empowerment is a keyword in managerial leadership, while organizational leadership occurs when the vision, mission, strategy, values, work processes, structure and organizational systems are combined and aligned to support individual leadership, interpersonal leadership and managerial leadership. The issue of leadership is a very broad matter and concerns a very broad field and plays a very important role in the fields of marketing, education, industry, social organizations and even in everyday life. In every society, two groups emerge with different social roles, namely those who lead as a small, selected group and the group who are led by the common people. Without a leader, the goals of the organization will be meaningless because there is no one who acts as a unifier of various existing interests.

Conclusion and Closing

Human Resource Management is planning, organizing, implementing and controlling human resources in an organization to achieve goals effectively and efficiently. Employee performance is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks in accordance with their responsibilities given to him. Productivity is the output of products or services combined with the input of resources used in a production process. Motivation is a collection of behaviors that provide a basis for someone to act in a way that is directed towards certain specific goals. Seven important factors are used to motivate employee performance (motivators), namely: Achievement, Recognition, Challenge, Interest, Responsibility, Promotion, Salary and allowance. Work morale is the condition of how an employee does his or her work every day. The higher the work enthusiasm, the higher the

employee's work productivity. Job satisfaction is a general attitude which is a reflection of several interrelated attitudes of a person towards work.

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