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HUMAN RESOURCE MANAGEMENT IN IMPROVING THE QUALITY OF EDUCATORS AT SMK WAHID HASYIM GLAGAH LAMONGAN

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Abstrak: Manajemen sumber daya manusia (MSDM) memfasilitasi aktualisasi dan pengembangan kompetensi para tenaga pendidik dan kependidikan melalui progam-progam pengembangan dan pemberdayaan yang dilakukan secara sistematik. Tujuan utama Manajemen Sumber Daya manusia bertujuan untuk mencapai produktivitas organisasi yang bersangkutan. Hal ini dapat dipahami bahwa semua kegiatan organisasi dalam mencapai misi dan tujuannya tergantung kepada manusia yang mengelola organisasi itu.. Lembaga Pendidikan SMK Wahid Hasyim Glagah Lamongan adalah salah satu Lembaga Pendidikan yang berkomitmen dalam memajukan sekolah melalui tenaga pendidik yang berkompeten dalam bidangnya. Salah satu usahanya melalui progam seminar, pelatihan-pelatihan, workshop, musyawarah guru mata pelajaran (MGMP), kelompok kerja madrasah (KKM) dan sebagainya sehingga diharapkan sumber daya manusia yakni tenaga pendidik dapat bekerja secara profesional dan sesuai dengan tujuan organisasi. Metodologi penelitian ini menggabungkan pendekatan kualitatif dan deskriptif. Informasi dikumpulkan dengan cara observasi, diskusi, dan dokumentasi. Hasil penelitian ini menunjukkan dalam meningkatkan kualitas tenaga pendidik di SMK Wahid Hayim Glagah Lamongan dilakukan dengan beberapa tahap yakni perencanaan, rekrutrmen tenaga pendidik, seleksi, pengembangan dan pelatihan, penilaian kerja dan kompensasi. Adapun faktor pendukung manajemen sumber daya manusia dalam meningkatan kualitas sumber daya manusia meliputi dukungan dari masyarakat luas dan lingkungan kerja yang kondusif. Sedangkan faktor penghambat dari manajemen sumber daya manusia dalam meningkatan kualitas tenaga pendidik meliputi rendahnya semangat guru dalam memberikan inovasi kegiatan pembelajaran yang baru.
Kata Kunci : Manajemen, Sumber Daya Manusia, Tenaga Pendidik

Abstract:: *Human resource management facilitates the actualization and competency development of educators and education personnel through systematic development and empowerment programs. The main objective of Human Resource Management is aimed at achieving the productivity of the organization concerned. It can be understood that all organizational activities in achieving its mission and goals depend on the humans who manage the organization. The Educational Institution of SMK Wahid Hasyim Glagah Lamongan is one of the educational institutions that is committed to advancing schools through educators who are competent in their fields. One of its efforts is through seminar programs, trainings, workshops, subject teacher deliberations, madrasah working groups and so on so that it is expected that human resources, namely educators, can work professionally and in accordance with organizational goals. This research methodology combines qualitative and descriptive approaches. Information is collected by means of observation, discussion, and documentation. The results of this study show that improving the quality of educators at SMK Wahid Hayim Glagah Lamongan is carried out in several stages, namely planning, recruitment of educators, selection, development and training, work assessment and compensation. The supporting factors of human resource management in improving the quality of human resources include support from the wider community and a conducive work environment. While the inhibiting factors of human resource management in improving the quality of educators include low teacher enthusiasm in providing new learning activity innovations.*
Keywords : Management, Human Resources, Educators

Introduction

Human resource management is a form of measurement of the importance of organizational members (personnel) as resources that can support the achievement of organizational goals, the implementation of organizational functions and activities to ensure that they are used effectively and fairly for the benefit of the organization, individuals, and society.

In school institutions human resources occupy the most vital position. It is indeed recognized that cost is important. Similarly, facilities, infrastructure and technology. But the availability of these resources becomes useless when handled by people who are incompetent and lack commitment (Eman Suherman, 2012).

Resource management aims to realize a healthy school, namely a school that has the volume and qualifications of educators and education personnel in accordance with the load and school tasks in it. Human resource management should support the school's level of resilience, growth, productivity, creativity, professionalism and competition. Human resource management is an area of organizational/school strategy. It should be viewed as an extension of the traditional view of managing people effectively and to do so requires knowledge of human behavior and its ability to manage (Hamriani, 2014).

The existence of human resources in the organization is to respond to the development of the work environment that occurs in the corporate world, so that the company must be able to pay attention to the importance of human resource management programs through human resource management. An organization needs people who are capable in the right field, place and time in order to achieve its goals. The stages of human resource management have programs and activities consisting of several parts, including: Human Resource Planning, Human Resource Recruitment, Human Resource Selection, Training and Development, Work Appraisal, compensation (Rabiyatul jasiyah, 2022).

Human resource planning is strongly influenced both by factors originating from within the organization itself internally (internal factors) and factors originating from outside the organization (external factors). There are various obstacles contained in the organization itself, such as: Strategic plan; Budget; Estimation of production and sales; Expansion of new businesses or activities; and Organizational design and job tasks (Edy Sutrisno, 2016). There are various factors whose growth and development are beyond the ability, which include external factors, namely: Economic situation, Socio-cultural, Politics, Laws and regulations, Technology and Competitors.

Meanwhile, according to (Hani Handoko,2011) The human resource planning process can be influenced by several factors, including: External environment Environmental changes are difficult to predict in the short term and sometimes impossible to predict in the long term, Various key organizational decisions affect the demand for human resources. The demand for human resources is modified by the activities of employees. Pensions, resignation applications, termination, and death all raise personnel needs. Past data on these factors and their development trends can serve as accurate planning guidelines.

Teacher is a profession that requires a special expertise to educate. The duties of teachers as a profession include educating, teaching and training. Educating means passing on and developing life values. Teaching means continuing and developing science and technology. While training means developing skills in students (Moh. Uzer Usman, 2013) Teacher is a profession that demands qualified abilities. So that in the process of carrying out their duties, teachers will be able to educate, teach and train students well.

The task of the teacher in the humanitarian field in schools must be to be able to make himself a second parent. He must be able to attract sympathy so that he becomes the idol of his students. Whatever lesson is given, it should be a motivation for students to learn. If a teacher in his appearance is no longer attractive, then the first failure is that he will not be able to plant the seeds of his teaching in his students. The students will be reluctant to face an unattractive teacher. Lessons cannot be absorbed so that every stratum of society (homoludens, homopubescent, and homosapiens) can understand when facing teachers (Zainal aqib, 2021)

In order to improve the quality of national education, the government has made various efforts as also contained in Law Number 20 of 2003 concerning the National Education System, which includes the basis and objectives, the implementation of education including compulsory education, education quality assurance and the role of the community in the national education system. The policy was made to produce good Indonesian education and quality graduates in the education sector.

To achieve the goal of quality education, one of the things that can be done is to improve the quality of human resources, which in this case are teachers. To improve the quality of human resources, a management framework is needed that regulates the people in it so that quality humans are born.

Method

In carrying out research at SMK Wahid Hasyim Glagah Lamongan, researchers use a qualitative approach.

Where the qualitative approach according to Bogdan and Taylor (Moh. Nazir, 2016) is a research approach that produces descriptive data in the form of written or spoken words of people and observable behavior. In carrying out the research process, the instruments needed by researchers include: observation, interviews and documentation.

In this study, researchers will use systematic observation techniques to facilitate research and maximize the data obtained in observation to support the preparation of research reports such as the administration of programs formulated by the institution, planning the preparation of teacher work schedules and the process of teaching and learning activities in schools. Interviews are used by researchers to assess a person's condition, for example to find data on human resource management variables and the quality of educators and education staff.

The documentation method can be implemented with two guidelines, namely documentation guidelines that contain outlines or categories that will be searched for data and Check-list, which is a list of variables that will be collected data. In this case the researcher makes a list that needs to be documented, and after the required list is obtained, the list will be checked (suharsimi arikunto, 2013).

Findings and Discussion

Stages of Human Resource Management in Improving the Quality of Educators

Educators are the frontline of an educational institution and are one of the figures who are fully responsible for the quality of educational institutions. Educators are often used as the main parameter in the success of any educational institution because of their role as designers, managers, supervisors and technical servants to support the educational process in educational units.

To facilitate researchers in presenting data on the stages of human resource management in improving the quality of educators at SMK Wahid Hasyim Glagah Lamongan, researchers focused on the following research:

a. Planning

Planning in human resource management is the starting point to see what needs must be possessed by educators in the future. Planning is also the key to the success or failure of organizational goals that have been formulated by the school institution.

Based on the results of research that has been conducted by researchers through interviews that the planning process carried out at SMK Wahid Hasyim Glagah Lamongan is the process of planning human resource management of educators carried out regularly every year and is also conditional, namely following directions from above, the planning process of human resource management of educators serves to determine the readiness of teachers in the teaching and learning process for one year and Its efforts to improve the quality of individuals and the planning process of human resource management always receive direction from both institutions and foundations.

b. Educator Recruitment

Human resource recruitment has an important role in an organization, because recruitment is a process of finding and engaging prospective educators (employees) who have the ability in accordance with the planned needs of an organization. This process is carried out to encourage candidates who have the potential to submit applications and ends with the acquisition of a number of prospective educators.

Based on the results of the study, related to the process of human resource recruitment procedures, it can be seen that SMK Wahid Hasyim Glagah Lamongan has tried to carry out quite good recruitment stages, it can be seen that the recruitment process is carried out using social media such as Facebook, WhatsApp, and others as a means to provide information for prospective educators and select prospective educators. In addition, to get prospective recruitment applicants carried out at SMK Wahid Hasyim Glagah Lamongan assisted by teachers and the community so that information quickly arrives.

c. Selection

At the selection stage, an institution must carry out several activities aimed at selecting and sorting out prospective educators. This selection process is very important, because through this process will be obtained employees who have the right abilities, as needed by the institution.

The selection carried out at SMK Wahid Hayim Glagah Lamongan went through several stages, namely prospective educators bringing application letters, file selection, interviews, meetings with foundation administrators and then providing information on admission decisions. In this selection peoses, prospective new educators are prioritized for alumni and surrounding residents if they are qualified and in accordance with the needs of the institution.

d. Training and Development

Training and human resource development is a planned effort of an organization to improve the

knowledge, skills and abilities of existing employees or human resources. Training and development of human resources aims to improve the quality of professionalism and skills of employees or employees to carry out their duties and functions optimally.

SMK Wahid Hayim Glagah Lamongan has done a good development, namely by sending teachers to attend trainings (especially IT-based training in response to the problem of the COVID-19 pandemic which requires learning to be carried out online), workshops, upgrades and MGMP (Subject Teacher Deliberation) Teacher Working Group (KKG) and KKM (Madrasah Working Group) both carried out internally and outside the madrasah, This is very beneficial for them because it can add insight and be able to improve the ability to teach both in terms of knowledge and skills and also in an effort to improve the quality of education.

e. Work Assessment

Work appraisals should be carried out consistently so that madrasah institutions can find out what the development of each employee's performance looks like. If this is not done, it can cause a decrease in employee productivity which of course can harm the school institution itself.

SMK Wahid Hayim Glagah Lamongan evaluates and assesses the work of employees or educators carried out 2 times a year, namely at the end of the semester. The purpose of evaluation and assessment is intended to assess all activities, then find indicators that cause the success or failure of a goal achievement, so that it can be used as material for subsequent studies. This evaluation is carried out to find out whether the targets of activities carried out at SMK Wahid Hayim Glagah Lamongan are in accordance with what was planned, and to find out the results that have been achieved within a certain period of time, besides that the evaluation action is also to find out mistakes or deviations made by members of the institution so that solutions can be found.

f. Compensation

Compensation is an important function within an organization and is usually part of the responsibility of the institution concerned. In theory, teachers or employees should ideally be paid equivalent to the qualifications relevant to the job and the number of people in the workforce who possess those qualifications. SMK Wahid Hayim Glagah Lamongan provides compensation to its employees in the form of basic salary, incentives and teacher certification for some decent teachers, THR money, uniforms, religious tourism and giving money at the end of the year as a thank you from the institution. With the provision of compensation, according to the author, it is good because it can provide job satisfaction, the existence of cooperation ties, the head of the madrasah can also motivate his subordinates more, then they will realize and obey the applicable regulations so that they are more disciplined.

Supporting and Inhibiting Factors of HR Management in Improving the Quality of Educators

One of the supporting factors for human resource management in improving the quality of educators at SMK Wahid Hasyim Glagah Lamongan is support from the wider community. Support from the wider community has an important position for improving the quality of human resources. The community itself is one of the factors that can affect human resource management, because the socio-cultural factors of the community cannot be ignored by an organization. Next is the working environment. The work environment at SMK Wahid Hasyim Glagah Lamongan is one of the supporting factors in improving the quality of human resources. The work environment at SMK Wahid Hasyim Glagah Lamongan is familial and helps each other, in terms of physical work environment is very clean, beautiful and far from noise. A conducive environment will provide a sense of security and allow employees to work optimally.

The Inhibiting Factor of Human Resource Management in Improving the Quality of Educators at SMK Wahid Hasyim Glagah Lamongan is the low enthusiasm of teachers in providing new learning activity innovations, this is because the age factor of many educators is not young anymore so that their understanding of technology-based learning is very limited.

Conclusion

The stages of human resource management in improving the quality of educators at SMK Wahid Hasyim Glagah Lamongan include: Planning, Educator Recruitment, Selection , Training and Development, Work Assessment and Compensation. The supporting and inhibiting factors of human resource management in improving the quality of educators at SMK Wahid Hasyim Glagah Lamongan are work motivation, support from the wider community and a conducive work environment and The Inhibiting Factor of Human Resource Management in Improving the Quality of Educators at SMK Wahid Hasyim Glagah Lamongan is the low enthusiasm of teachers in providing new learning activity innovations.

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