

The Role of Human Resource Management in Improving Teacher Professionalism and Education Quality

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ABSTRACT

This writing aims to introduce and describe the application of HR management through planning, recruitment, selection, training and development as well as performance evaluation metrics at MA Negeri Demak, including obstacles in the implementation of HR management MA Negeri Demak. Qualitative methods were used in writing this article. Based on the results of data analysis, it is known that the implementation of HR management in MA Negeri Demak is carried out well, the preparation of HR planning calculations, personnel are professional and transparent, the implementation of HR is quite professional. selection of resources, implementation of induction and professional training by considering school needs and qualifications of employees or teachers or teaching staff, implementation of training activities for planned development, and performance evaluation. Factors inhibiting the implementation of staffing: low welfare of teachers and honorary staff, lack of career clarity, lecturers are often late for teaching and guaranteed quality of teaching.

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1. Introduction.

Education is a system and a way to improve the lives of people around the world. Throughout the history of mankind, people who do not use knowledge as a tool to understand and improve quality will be left behind in society. Education is one of the most effective and efficient ways to pass on science, culture and other values from generation to generation (Sanaky:2003). Education is one of the organizational structures that are directly related to human life. The quality of education will change for better or worse

depending on the type, level, activities and educational outcomes. The results of graduates and students can be guaranteed, participation in scientific conferences is still an obstacle due to low technical skills and low work motivation among graduates of academic institutions. This is a big problem that many organizations face in their operations (Edward:2012). The problem lies with the employees (the tasks and areas of expertise are not the same), and the experts cannot solve the assigned problems.

Education is the most important indicator of a nation and its health. Because education is a cognitive process developed by competitive and quality human resources. The prosperity and success of a country and its resources cannot be guaranteed because the quality of human resources is more important than the quantity of the country and its resources. It is a country rich in human resources. The measure of national quality is the success of education (Faruk 2023). The higher the level of education of a country and its citizens, the higher the quality of its citizens. However, the reality is that education does not provide the level and results expected by the nation, nor does it produce talented individuals with the highest intellectual and moral standards, enthusiasm, extraordinary science, and national competence. And in fact, it is difficult to achieve much progress in the field of education in Indonesia. Wherever we go, our quality is different from that of our neighbors.

Considering that human resource management factors can greatly affect the success or failure of an educational institution, the implementation or implementation of human resource management is a very important thing in an effort to improve more than just the quality of education. In this context, the problems of employees and former employees of educational institutions are discussed. Human resource management is the planning, management and control of an organization related to the provision and development of human resources. Switching from a reactive system to a more flexible operational and organizational structure, strategic structure, and policy implementation (Rachmawati: 2004). Therefore, in the world of education, human resource management and the commitment of training center managers are important not only for the success of the organization, but also for the development and strength of the organization to achieve competitive advantage and quality of education. The Department of Academic Human Resource Management is a management science and practice that can be applied to the field of academic human resources. The function of human resource management in the field of education can be divided into administrative and managerial functions (Hasibuan: 2003). Management functions include planning, organizing, leadership and control. Management functions include acquisition, development, closure, integration, maintenance, learning, and closing. To achieve the goals of the ummah and educational institutions, human resource management activities such as planning, selection, development, maintenance and utilization of human resources are carried out.

The human resource management department is a very strategic thing in an organization. Actions taken can be in the form of compensation based on skills, job title, salary, wages and career development. The main functions of HR are related to administrative functions such as recruitment, compensation and promotion systems. Human resources must also be able to produce quality human resources to achieve organizational goals. In the business world, employee loyalty has proven to be an indicator of all employee behavior, especially employee attendance (Hasan: 2019). The power of the social revolution requires education to play an active and active role in the modern and international arena. The purpose of education is to bring change and make a positive contribution to the improvement of human conditions not only at the practical level of solving humanitarian problems, but also in the fields of intellectual, moral, and human resources. And schools led by professional administrators will become healthier and stronger when they improve and develop real, marketable programs. Instead, it became a social and political movement. Instead, people leave training centers that are not professionally managed and are not responsive to the needs and expectations of interest groups.

Human resources such as teachers and coaches are very powerful, and other factors are only artificial and can change a person's creativity. Therefore, by managing the best employees, we want to improve their skills and support the creation of quality education. In practice, education providers often occupy various positions and levels in educational institutions. The main obstacle to improving the quality of education is the lack of academic management professionals in universities. Therefore, the ability to train and develop employees is an important part of human resource management which aims to improve, maintain and improve employee performance.

Looking at the characteristics of educational institutions mentioned above, it seems that this is a common theme in almost all schools in Indonesia, both public and private. Although the Indonesian

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school benefits from adequate facilities and equipment, they face very severe challenges, especially regarding the autonomy of institutions to develop schools and their vision. Competition in Indonesian schools, namely the country, has not been talked about enough to improve the quality of the education system and increase competition. Private schools also have many financial, human rights and infrastructure problems, and schools always have a place to solve these problems. The Demak State Supreme Court is no exception. As an intermediary between many training providers, it will face many problems and challenges to succeed.

Therefore, after considering the context of the school and the research currently conducted, further research is needed to consider how human resource management in the Demak State Master's program translates into the quality of education. Not only can it be used as feedback for the project management itself, but it can also be used as a source of research and to improve the quality and quality of education compared to other fields.

2. Method.

This research is a form of field research that investigates phenomena that occur in nature. So the main data is what can be seen on the ground. That way, it can be ensured that it is as real as what is happening in the area. The source of the data came from the Head of MAN Demak, namely Mr. Drs. H. Syaefudin, M.Pd. The approach used in this study is a qualitative approach. Therefore, through this qualitative research, it is hoped that researchers can obtain more information and data necessary for the research, as well as research results that can be obtained through this method.

3. Results and Discussion.

3.1. Implementation of Human Resource Management in Improving the Quality of Education.

MAN Demak is a formal educational institution under the auspices of the Ministry of Religion which is located at the Madrasah Aliya Islamic Center on Jalan Diponegoro. 27 Jogoloyo Village, Wonosalam District, Demak Regency, Central Java Province. This school was established in 1987 under the auspices of the Sultan Fattah Central Education Foundation. Madrasah Aliyah Islamic Center has the status of "APPROVED" based on the decree of the Directorate General of Islamic Education Jakarta dated August 21, 1993, Number: 76/E.IV/PP.03.2/KEP? VIII/93.Masu. Based on the request, the Sultan Fattah Islamic Center Education Foundation submitted a letter to the community and a circular letter numbered (Wk/5.a/PP.03.2/2736/1993) and the Director of the Central Java Provincial Religious Region Office., dated November 22, 1993 to the Minister of Religion of the Republic of Indonesia.

The implementation of human resources in improving the quality of education at MAN Demak:

- a. The strategy of the view of human resource productivity in education, namely madrasahs in the development of madrasahs requires a vision and mission to be able to fulfill in the implementation of their duties, therefore, all implementations and development is driven by vision and mission. Along with the relationship between human resource productivity and education quality, especially in the teaching profession as an educator at MAN Demak. The view and paradigm are in accordance with the duties of each Madrasah can be known that almost 90% of educators have been certified educators, so there is no doubt about their human resources. Of course, in this certification, it takes several stages to be declared as a professional teacher. Teachers in this strategy continue to study or participate in training" to add and develop knowledge as determined as a professional teacher.
- b. Human resource management to manage madrasah activities, namely regarding the Improvement of Performance Evaluation and Human Resources Assessment. Evaluation in human resource performance, namely educators, namely teachers, exists through what is called the new Supervision program implemented at MAN Demak for all educators, namely teachers in Supervision there are 3 that are assessed:
 - 1) Related to Learning Devices/Media, such as learning media utilizing science and technology.
 - 2) Learning Supervision, the teacher's teaching method is assessed not only on a piece of paper but by the teaching method of making videos that show the learning process. Supervision is still

related to learning methods in an agency or institution. Implementation of madrasah program activities where schools provide a forum for achievement for their students and teachers as educators who teach to succeed in the learning process, Because the main goal is the students in improving human resources and the quality of education. A program named is the Olympic Success Team, which is designed by the curriculum waka, meaning that teachers are not only teachers but can also be Olympic guidance teachers according to certain subjects in the Olympic Success Team to get superior and outstanding students.

- 3) Supervision of Assessment/Evaluation, the assessment of a teacher through measurement, which is like an instrument for how the teacher teaches to make a grid, and how a teacher makes HOTS questions.

Efforts or assistance to teaching staff to improve the teaching and learning process is the goal of supervision (Matry, 2008). Supervision for the coming period includes four major parts, namely: (1) Coaching on the curriculum; (2) Improvement in the learning process, (3) Development of staff; (4) Maintenance and maintenance of morals and work spirit for teaching staff (Piet, 2008). In assisting education to provide the necessary knowledge to knowledge users, the education monitoring activities of the central director must be effective. This examination is carried out to help the training process to ensure the smooth teaching and learning process. However, the existence of education inspections in the center is temporary (individual) and does not depend on the level of competence of education actors, it does need to be continuous, integrated and everything is based on the "support" given to teachers as pioneers in education. Therefore, the principal will always try to follow an effective learning management model by improving the quality of student learning through educational monitoring programs such as the implementation of a form of professionalism of the principal as a supervisor.

3.2. Challenges in the Implementation of Human Resource Management in Improving the Quality of Education.

The challenge at MAN Demak is that there are still some teachers who have not been certified as professional teachers. But in MAN Demak itself, 90% of teachers have been certified. As a teacher, productivity is very important, in MAN Demak itself, teachers are required to be at school at 07.00, therefore productivity at MAN Demak has been fulfilled.

Recommendations.

Human Resource Management in quality improvement involves all elements and stakeholders of an organization in one vision to increase competitiveness through continuous improvement to obtain excellence in value or quality in services, people, products and the environment in which they are trying to work. Efforts to improve the quality of education have been planned by the government for many years through the establishment of the National Education Mission as a development strategy in the field of education, namely:

- a. Expand and distribute quality education opportunities for all internet users.
- b. Competitiveness at the national, regional, and international levels. Improving the quality of education is very necessary.
- c. Increasing the relevance of education to social needs and global challenges.
- d. Creating learning communities, which help and advance the country and children to reach their potential from childhood to the following years.
- e. Improve the quality of the training and education process to improve human development.
- f. Strengthen the professionalism and accountability of the university as a center for the development of science, skills, experience, attitudes and values in accordance with national and international standards.
- g. Strengthening community participation in the implementation of education based on the principle of independence in the context of the Unitary State of the Republic of Indonesia. (Tahir, 2017).

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Improving the quality of madrasah education which plays an important role in improving the quality of education in the country is highly dependent on the quality of education. The quality of learning is greatly influenced by the socio-cultural conditions of the madrasah and its surroundings. The quality of an educational product is influenced by the extent to which the university is able to effectively manage its entire capacity, including lecturers, students, learning methods, educational facilities, finance, and public relations. Human Resource Management in improving quality has the goal of transforming management into a group without internal conflicts and competencies, thus achieving the single goal of customer satisfaction.

4. Conclusion

Madrasah Aliyah Negeri Demak is a formal educational institution located in Central Java Province. It was established in 1987 under the auspices of the Sultan Fattah Central Education Foundation and has the status of "AGREE" based on the decree of the Directorate General of Islamic Education in Jakarta. The school focuses on improving the quality of education through productivity and strategic human resource management. The application of human resources in improving the quality of education at MAN Demak includes a strategic view of human resource productivity, human resource management to manage madrasah activities, and supervision of assessment/evaluation. Efforts are made to assist teaching staff in improving the teaching and learning process, with the aim of maintaining and fostering the morale and work spirit of the teaching staff.

The challenges of implementing human resource management in improving the quality of education at Madrasah Aliyah Negeri Demak include teacher certification and productivity assurance. Efforts to improve the quality of education have been planned by the government for many years through the establishment of the National Education Mission as a development strategy in the field of education. The improvement of the quality of madrasah education is highly dependent on the quality of education and is greatly influenced by socio-cultural conditions. The quality of an educational product is influenced by the extent to which a university is able to effectively manage all the capacities it has, be it lecturers, students, learning methods, educational facilities, finance, and public relations. Human Resource Management in improving quality aims to achieve a single goal, namely customer satisfaction.

So in conclusion, Madrasah Aliyah Negeri Demak is dedicated to improving the quality of education through productivity and strategic human resource management, as well as facing challenges in certification and productivity. Efforts to improve the quality of education have been planned by the government for many years, with a focus on expanding educational opportunities, increasing competitiveness, and strengthening participation community.

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