


Human Resource Management (HR) To Maintain The Quality Of Education

Ading Rahman Sukmara

University of Galuh Ciamis, Indonesia

Article Info	ABSTRACT
<p>Keywords: Human Resource Management, Education, Work Performance</p>	<p>According to human resource management, members are important resources that contribute to the achievement of organizational goals. It must be used fairly and efficiently for the benefit of individuals, communities, and organizations. The purpose of this study is to provide a description and interpretation of existing data as part of descriptive research that focuses on facts (fact finding) of a problem or condition . Human resource management improves the quality of education by regulating recruitment, selection, placement, training, compensation, job security, career development, and retirement. Data for descriptive qualitative analysis were collected through observation sheets. Human resource management focuses on things like planning, recruitment, selection, placement, work performance, training, salary, production safety, career development, work relations, retirement, and improving the ability of the teaching team. This study shows that school residents can be more motivated to work because of human resource management. The researcher hopes that the findings of this study will help other researchers in conducting human resource research.</p>
<p>This is an open access article under the CC BY-NC license</p> 	<p>Corresponding Author: Ading Rahman Sukmara University of Galuh Ciamis , Indonesia ading_rahman34@unigal.ac.id</p>

INTRODUCTION

Although natural resources are abundant, human resources are very important for national development (Widiansyah et al., 2018) . The progress of a country depends on good human resources (Militer et al., 2022) . People believe that human resources (HR) are an important part of an organization. Visions are created and managed by humans, for their benefit. The strategic factor that influences organizational behavior is human power (Pranawukir, 2021) .

Educational institution management consists of human resources, facilities and infrastructure, costs, technology and information (Novita Mona, 2016) . Human resources, however, are the most important. Individual work, talent, creativity and motivation support the organization (Sony Eko Adisaputro, 2020) . Although the economy and technology seem perfect, organizations find it difficult to achieve their goals without the presence of humans (Hadi et al., 2022) .

To survive and succeed, an organization must have human resources (Septiana et al., 2023) . Human resources (HR) have the ability to create high-quality goods and services through their efforts and innovations (Ali, 2009) . To use human resources (HR) optimally for the benefit of the organization, HR management methods and procedures must be

implemented correctly (Al Fadjar Ansory, 2018) .

Schools have autonomy and decentralization of education, which means they can manage their own school management, which includes human resource management (Hakim, 2016) . The process carried out by managers to attract and retain employees and ensure that they work effectively to achieve company goals (HASAN et al., 2022) . Managers play a significant role in the development of educational institutions. To meet academic goals, it is essential to have the ability to manage and administer human resources (Almasri, 2013). According to HR management, people as a means, are very important to achieve the company's goals. The interests of individuals, organizations, and society must be prioritized (Shafira, 2020) .

Recruitment, selection, placement, job achievement, training, compensation, job security, career development, and retirement are all examples of human resource management in educational institutions. (Werdingasih, 2021) . Planning determines the needs of the educational workforce, while recruitment seeks suitable workforce candidates for positions, and selection ensures proper recruitment (Aulia, 2019) . Teachers' skills are adjusted to the needs of the school when placed. Appearance in the workplace must be in accordance with standards (Fadillah et al., 2019) . Skills are improved through training and development. Rewards are compensation. Safety in the workplace must be improved. Career development based on professionalism The work of teachers with government compensation ends with retirement. Have educational institutions carried out good human resource management (Hernilawati et al., 2021) .

Previous studies have shown that the lack of human resources causes the implementation of HR management in educational institutions to fail. Indonesia faces tight international trade in the era of globalization (Aidhi et al., 2023) . Education must be adjusted to meet the demands and developments of the times. This means that education must produce human resources who are ready to face changes in the era of industrial globalization (Predy et al., 2019) . However, the education crisis in Indonesia is caused by inefficient school management due to the lack of skills and enthusiasm of human resources. The quality of education is considered low due to the low quality of teachers and students. (Kurniawati, 2022) .

Education plays an important role in the economic, political, social, and cultural growth of the nation. In addition, education is the main need of the Indonesian nation and is the implementation of the national goal to continuously educate the nation's life (Empiricism & Rationalism, 2024). The quality of education is how good or bad the process of changing a person's attitude and behavior through teaching and training. The quality of education produces graduates who are able to learn, lead change, and utilize educational resources effectively for effective learning.

Since the role of HR affects educational achievement, HR management is very important to improve the quality of education. Every educational institution must have it (Mulia, 2024). To achieve the goals of the company, employees, and society, human resource management regulates how the workforce interacts with each other. In the context of education, human resource management also regulates the relationships and roles of

educators so that they can realize the goals of education, teachers, and society in an effective and efficient manner. This process helps maximize the physical and psychological potential of humans to achieve the organization in a humane manner (Husein, 2019) .

Entrepreneurs, employees, and leaders are the main components of human resource management. Individuals who invest in a company are called entrepreneurs. Because they play an active role in setting company plans and goals, employees are considered the company's main assets (Husaini & Sutarna, 2021) . To help others achieve company goals, managers or leaders use their authority and leadership. In education, human resources can include teachers, staff, school managers, and student or student representatives.

Activities related to human resources are regulated by human resource planning (AKILAH, 2019) . Human resources are hired to meet the needs of the organization. An important process for selecting employees who are in accordance with needs is selection. Placement determines the position and location of employees' work, as well as their work performance and development. Human resource management also focuses on compensation, job safety, career development, and ongoing service .

Based on the 2003 National Education System Law, to maintain the quality of education services, the entire community must be involved in education. Every citizen has the right to a decent education. According to this study, there is a relationship between teacher quality, interaction in the teaching and learning process, and student achievement. In education, quality refers to the process and outcomes of education (Iskamto et al., 2022) .

School achievement over a certain period of time, both in academic ability and in other fields, is called the quality of educational outcomes. On the other hand, a quality learning process involves various components, such as teaching materials, teaching methods, school facilities, administrative support, and a conducive learning environment (Nurzaima et al., 2023). Schools should have signs such as a safe school environment, clear quality goals, strong leadership, staff development to meet the demands of technology and science, ongoing evaluation, and the use of evaluation results to improve the quality of education.

Education is a process of achieving goals that are always changing and developing. Educational goals must be changed and adjusted to these changes. Educational standards must be achieved in Indonesia within a certain time. Educational goals must be clear and reliable (Rahayu et al., 2023) . To achieve educational goals through various activities, strategic steps are needed. Education will fail if there are no guidelines. Education must direct everyone to the same goal. The state is responsible for helping its people achieve the goals stated in the 1945 Constitution, namely to educate the people's lives. The goal of National Education is to produce intelligent, accomplished, and moral citizens. Pancasila shows the morals of Indonesian citizens as the foundation for living together to realize common ideals. Intelligent people are those who know what they are doing, have good abilities and morals, and come together to achieve common ideals.

METHOD

Types of research are divided into basic studies, applied studies, and studies and development based on the objectives, methods, and levels of the environment studied. Based

on the level of the environment studied, research methods are divided into experimental, environmental, and research (Suhardjono et al., 2019) .

It is actually difficult to distinguish pure (basic) research from applied research because both are integrated. Basic research does not concentrate on the direct application of theory. On the contrary, applied research aims to apply theory, test it, and evaluate how effective it is in solving problems in real-life situations. This study is conducted in a laboratory and takes place in a highly controlled environment. Therefore, the discovery and development of science is successful with pure or basic research. Research conducted by using this knowledge to solve problems is called applied research.

Research and development serves as a "bridge" between basic research and applied research. Applied research seeks to discover knowledge that can be used in practice, while basic research aims to "discover new knowledge about fundamental phenomena". However, applied research can also be used in the product development process. The purpose of research and development is to discover, develop, and validate goods.

To improve the quality of education, this study explains human resource management. Descriptive techniques are used to provide an objective and systematic description of the facts, properties, and relationships between components. The results will provide a broad understanding of the subject. Data can be collected in a laboratory or in a natural environment. Data can be divided into primary and secondary data based on their sources. Primary data is obtained directly from the source, while secondary data is obtained indirectly from the source.

Observing the symptoms of the research subject as a whole is called observation. This technique can be applied indirectly or directly through film or a series of photos. Having sufficient knowledge of the object, understanding the purpose of the research, determining the method and tools for recording data, and paying attention to the category of symptoms observed are all important things for the observer. So that no symptoms are missed, observation must be carried out carefully and critically. Each symptom must be recorded separately without affecting other symptoms. It is very important to observe carefully and think critically (Saleh, 2017) .

To record observations, there are several tools, such as anecdotal notes, periodic notes, checklists, value scales, and mechanical equipment. In observation, understanding and mastering the tools and how to record the results are also very important. In-depth data is collected from respondents through interviews. Interviews can be conducted either structured or unstructured, face-to-face or by telephone. During the interview, the interviewee is considered to have the most extensive knowledge about themselves; in addition, the interpretations they provide are in accordance with the researcher's intentions (Randi Rizky Kurniawan et al., 2023) .

The documentation method collects data from various sources, such as transcripts, notes, books, newspapers, magazines, inscriptions, and meeting minutes. Official and unofficial documentation are different. Official documentation such as decisions or sales letters are not made for official purposes or between two parties, they must be made by authorized officials (Erliani, 2024) .

The documentation method is a source of data that cannot be changed because it is an

inanimate object. To collect data in research, a checklist can be used. If there is data needed, the researcher can mark it with a check mark on the appropriate document.

The author uses triangulation to increase the validity of the data by comparing it with other sources and methods to ensure the consistency and direction of the research. Triangulation includes using examination techniques based on certain criteria, comparing interview results with field observations, and using theory. To increase the credibility of the data, the researcher was involved in data collection, conducting observations during interviews, and conducting joint examinations with the supervisor. This study does not intend to generalize; instead, it focuses more on describing social phenomena. The researcher must examine each phenomenon in a specific context.

Qualitative data is data in the form of images, schemes, sentences, or other formats. To analyze field data, data analysis techniques can be used. Drawing conclusions is an effort to create and interpret data to provide an in-depth picture of the problem being studied. Because the data collected from the field is descriptive data, researchers use qualitative analysis (not statistics) to manage and analyze it.

DISCUSSION

Employees do not always work for a particular organization. At some point, they have to decide to retire from their jobs. Therefore, employees or workers return to society. The organization must take responsibility for terminating this employment relationship in accordance with applicable laws, and ensure that the returning community members live in the best conditions, which must be met by the HR manager.

These responsibilities and their benefits include job analysis, workforce planning, recruitment and selection, job placement and development, and effective education and training. All of these help human resources achieve corporate goals. In addition, by doing so, human resource capabilities will be improved through various human resource management activities. In achieving organizational goals. Termination and retirement of teachers and teachers who are still running well.

However, the teaching staff and teaching staff who are currently working will follow the rules set by local and state authorities. Therefore, teaching staff must not be more than 60 years old. In addition, honorary teaching staff and teaching staff can be fired if they do something worthy or do a demonstration at the end of the process.

Education uses many management resources, such as human, facilities and infrastructure, costs, technology, and information. Whether in micro or macro, human resources remain the most important educational resources, and humans are the most important resource for the success of an organization. These human resources will help the company because of their various talents, talents, creativity, and drives. If the human element is not present in technology and economics, the organization's goals will be difficult to achieve.

Human resources are created by humans, so they are more important. Human resources enable organizations to survive, sustain, and succeed by producing high-quality products and services. Due to the fact that human resources (HR) are critical to the success of an

organization, human resources must be managed well so that they provide optimal benefits to the organization.

CONCLUSION

Organization or company know that HR management is important for increase quality academic , personnel management process includes (1) planning effective personnel , (2) recruitment qualified candidates , (3) selection through interview , (4) training work , (5) tasks work , and (6) provide training and development For increase ability participant training . Payment or cost monthly Salary and allowances , (8). Guarantee health and safety workers , (10). Continuing Work or pension productive , with try to weave connection Work family with avoid mutual feelings suspicion , familiarity and mutual open. How or method For manage source Power man For help a organization reach the purpose is management source Power human . Management objectives source Power man is For utilize and develop source Power humans so that they can do duties and roles they with Good. School must own source Power man education , good educator and also source Power man others , for increase quality education . This is clear means that source Power man must developed in accordance with formal legal demands such as qualifications and competencies , as well as in accordance with demands environment increasingly external competitive in the current era This .

REFERENCES

- Aidhi, A. Al, Harahap, MAK, Rukmana, AY, Palembang, SP, & Bakri, AA (2023). Increasing Economic Competitiveness through the Role of Innovation. *Multidisciplinary Journal of West Science* , 2 (02), 118–134. <https://doi.org/10.58812/jmws.v2i02.229>
- AKILAH, F. (2019). Human Resource Planning Management in Education: Manifestation and Implementation. *Didaktika* , 11 (1), 81. <https://doi.org/10.30863/didaktika.v11i1.156>
- Al Fadjjar Ansory, MI (2018). Human Resource Management. In *Indomedia Pustaka* .
- Ali, A. (2009). *Uncovering Legal Theory and Judicial Theory Including Legislative Interpretation* . 1 (4), 376.
- Almasri, MN (2013). Impressum. *European Journal of Immunology* , 43 (10), 2783–2783. <https://doi.org/10.1002/eji.201370106>
- Arsyam, M., & M. Yusuf Tahir. (2021). Various Types of Research and Perspectives. *Al-Ubudiyah: Journal of Islamic Education and Studies* , 2 (1), 37–47. <https://doi.org/10.55623/au.v2i1.17>
- Aulia, AF (2019). Analysis of the Implementation of Recruitment and Selection of New Employee Candidates at Rsia Kendangsari Merr Surabaya. *Medical Technology and Public Health Journal* , 3 (2), 107–119. <https://doi.org/10.33086/mtphj.v3i2.690>
- Empiricism, P., & Rationalism, AND (2024). *Journal of Creative Education* . V, 14–30.
- Erliani, S. (2024). Letters as a Means of Effective Communication: Understanding the Importance of Appropriate Forms and Types. *Journal of Education, Social and Science* , 1 , 1–9.
- Fadillah, TM, Suherman, A., & Ariyano. (2019). Industrial Occupational Health and Safety (K3) Standards in Industrial Engineering Practice Learning in Vocational High Schools.

- Journal of Mechanical Engineering Education* , 6 (1), 112–117.
<https://ejournal.upi.edu/index.php/jmee/article/download/18251/9923>
- Hadi, S., Rajiani, I., Mutiani, & Jumriani. (2022). Human Resource Management. *Social Science Education Study Program, Faculty of Teacher Training and Education, Lambung Mangkurat University, Banjarmasin* , 1 , 391.
<https://books.google.com/books?hl=en&lr=&id=e2ppEAAAQBAJ&oi=fnd&pg=PA1&dq=manajemen+pengetahuan&ots=gV368HYIR3&sig=ugm1Twmq-r6Ya9ITLRHYA6ieJi0>
- Hakim, MN (2016). Implementation of School-Based Management in Realizing Excellent Islamic Schools. *Nidhomul Haq: Journal of Islamic Education Management* , 1 (2), 104–114. <https://doi.org/10.31538/NDH.V1I2.7>
- HASAN, M., Andi Warisno, Nasruddin Harahap, & Nurul Hidayati Murtafiah. (2022). Implementation of Integrated Quality Management in Improving the Quality of Graduates at SMP IT Wahdatul Ummah, Metro City. *An Naba* , 5 (2), 34–54. <https://doi.org/10.51614/annaba.v5i2.156>
- Hernilawati, H., Sutriswanto, S., & Rusvitawati, D. (2021). The Influence of Occupational Safety and Health, Compensation, and Work Motivation on Employee Performance at CV Berkah Anugerah Abadi, Banjar Regency, South Kalimantan Province. *Politika Accounting Research Journal* , 4 (1), 22–33. <https://doi.org/10.34128/jra.v4i1.67>
- Husaini, RN, & Sutarna, S. (2021). Human Resource Management in Educational Institutions. *Didaktis: Journal of Education and Science* , 21 (1), 60–75. <https://doi.org/10.30651/didaktis.v21i1.6649>
- Husein, MR (2019). *Diploma IV Education Program* .
- Iskamto, D., Jeli Nata Liyas, Elida Gultom, Ansori, PB, Harwina, Y., & Hendra, T. (2022). Implementation of the School Accreditation Process to maintain the quality of School/Madrasah Education. *Journal of Academic Community Service* , 1 (2), 46–51. <https://doi.org/10.54099/jpma.v1i2.132>
- Kurniawati, FNA (2022). Reviewing the Problem of Low Quality of Education in Indonesia and Solutions. *Academy of Education Journal* , 13 (1), 1–13. <https://doi.org/10.47200/aoej.v13i1.765>
- Military, T., Adi, S., Almubaroq, HZ, Sutanto, R., & Hermawan, C. (2022). 4) , 5) . 2 (12), 4229–4236.
- Mulia, JG (2024). 4 1234 . 15 (1), 161–178.
- Novita Mona. (2016). Good Facilities and Infrastructure Become the Spearhead of Institutional Success. *Student Scientific* , 1 , 2.
- Nurzaima, N., Hildayanti, H., & Arfin, A. (2023). Maintaining Learning Motivation with Reconstruction of Learning Methods: A Compensation for the Lack of School Facilities. *Journal of Social Humanities Management Science (JIMSH)* , 5 (1), 91–102. <https://doi.org/10.51454/jimsh.v5i1.1067>
- Pranawukir, I. (2021). Planning and Communication Strategy in Increasing Human Resource Adaptability and Institutional Competitive Advantage. *Journal of Communication Library* , 4 (2), 247–259. <https://doi.org/10.32509/pustakom.v4i2.1635>

- Predy, M., Sutarto, J., Prihatin, T., & Yulianto, A. (2019). *The Millennial Generation Ready to Face the Digital Revolution Era (Society 5.0 and Industrial Revolution 4.0) in Education Through Human Resource Development*.
- Rahayu, MS, Hasan, I., Asmendri, A., & Sari, M. (2023). Relevance of Curriculum and Learning in Education. *Dharmas Education Journal (DE_Journal)* , 4 (1), 108–118. <https://doi.org/10.56667/dejournal.v4i1.925>
- Randi Rizky Kurniawan, Sri Wahyuni, & Nanik Rahmawati. (2023). Money Politics in the 2019 Election: A Study of Symbolic Interactionism in the Dompok Village Community, Tanjungpinang. *Journal of Social Science Research* , 3 (2), 9179–9192. <https://j-innovative.org/index.php/Innovative%0APolitik>
- Rismawati, S., Pradiani, TP, & Fathorrahman. (2023). Analysis of the Influence of Training, Human Resource Development and Motivation on Employee Work Productivity at PT. Optimech Engineering Batam. *Bursa: Journal of Economics and Business* , 2 (1), 154–171. <https://doi.org/10.59086/jeb.v2i1.242>
- Saleh, S. (2017). Pustaka Ramadhan Publisher, Bandung. *Qualitative Data Analysis* , 1 , 180. <https://core.ac.uk/download/pdf/228075212.pdf>
- Septiana, S., Wicaksono, RN, Saputri, AW, Fawwazillah, NA, & Anshori, MI (2023). Improving Human Resource Competence for the Future. *Student Research Journal* , 1 (5), 447–465.
- Shafira, A. (2020). *Implementation of Human Resource Management for Educators in the 2019/2020 Academic Year at Min 6 Bandar Lampung* . [http://repository.radenintan.ac.id/11381/1/SKRIPSI 2.pdf](http://repository.radenintan.ac.id/11381/1/SKRIPSI%202.pdf)
- Sony Eko Adisaputro. (2020). Human Resource Development in the Millennial Era Forming Dignified Humans. *J-KIs: Journal of Islamic Communication* , 1 (1), 1–27. <https://doi.org/10.53429/j-kis.v1i1.118>
- Suhardjono, Ganda, W., & Abdul, H. (2019). Completion Prediction Using Pso-Based SVM. *Biaglala Informatika* , 7 (2), 97–101.
- Syaifullah, M. (2022). Arabic Human Resource Management. *Ihtimam Journal* , 5 (1), 74–88. <https://doi.org/10.36668/jih.v5i1.380>
- Werdiningsih, W. (2021). Human Resource Management in Improving Teacher Competence in Implementing Online Learning. *Southeast Asian Journal of Islamic Education Management* , 2 (1), 113–124. <https://doi.org/10.21154/sajiem.v2i1.48>
- Widiansyah, A., Sitasi, C., Widiansyah, :, Peranan,), Daya, S., Sebagai, P., & Penentu, F. (2018). The Role of Educational Resources as a Determining Factor in Educational System Management. *Educational System Management. Horizon* , 18 (2), 229–234. <http://ejournal.bsi.ac.id/ejurnal/index.php/cakrawala>