

Optimization of Human Resource Management in Improving the Quality of Education at MI Hidayatul Islamiyah Pajarakan Probolinggo

Firdausi Achmad¹ Abdul Hamid² M. Fuad Badruddin³

Universitas Islam Zainul Hasan Genggong, Probolinggo Regency, East Java Province,
Indonesia^{1,2,3}

Email: edoachmad1509@gmail.com¹ abdulhamid198024@gmail.com²
fuadieattamimi@gmail.com³

Abstract

School is an educational institution that is responsible for realizing the functions and goals of national education. In this case, the principal has a very strategic role because one of the principal's duties is to be a manager. The principal must be able to manage the entire school, including managing existing human resources; especially teachers and administrative staff who are direct implementers in school activities who also play a major role in the success of the school in order to achieve the school's vision, mission and goals. Resource management is carried out through several activities including preparation, arrangement, direction, and supervision. In terms of human resource management, school principals have tasks that are divided into three aspects, including: 1) provision of employees, 2) utilization of existing employees, and 3) building and developing. Factors that support and also hinder human resource management must be managed properly so that good performance will be obtained, school goals can be achieved, and the quality of graduates will increase.

Keywords: Optimization, Management, Human Resources, Improvement, Quality of Education



This work is licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/).

INTRODUCTION

As a leader in the school, the Principal is required to be able to create quality schools especially in this day and age which are all dynamic and changes must be responded to quickly in order to keep abreast of the times and the demands of education stakeholders so as to produce the best graduates. As expressed by Bush: there is great interest in educational leadership in the early part of the twentyfirst century. This is because of the widespread belief that the quality of leadership makes a significant difference to school and student outcomes. In many parts of the world, including both developed and developing countries, there is recognition that schools require effective leaders and managers if they are to provide the best possible education for their students and learners. Which means "there is great confidence in educational leadership in the early part of the twenty-first century. This is due to the widespread belief that leadership qualities make a significant difference to school and student outcomes. In many parts of the world, including both developed and developing countries, there is recognition that schools need effective leaders and managers if they are to provide the best education for their students and learners.

This opinion provides a broad belief that the quality of leadership makes a significant difference to schools and students (output). In various parts of the world, including both developed and developing countries, there is recognition that schools need effective leaders if they are to provide the best education for their students. Various terms are used to denote human resource management, including: human resource management (HRM), human resource management, personnel management, personnel management, labor management, workforce management, personnel administration (personnel) and industrial relations. Human resource management emerged as a new problem in the 1960s, before that in the

1940s, personnel management dominated. Between the two there is a clear difference in scope and level. Human resource management covers issues related to the development, use and protection of human resources, while personnel management has more to do with human resources in companies, which are commonly known as the modern sector. The task of personnel management is to study and develop ways in which people can be effectively integrated into various organizations to achieve their goals.

Human resource management is actually a movement in recognition of the importance of the human element as a potential resource, which needs to be developed in such a way as to be able to provide maximum contribution to the organization and to self-development. In the world of education Human resource management (MSDM) is a technique or procedure related to the management and utilization of school/madrasah or agency (HR) personnel, both educational staff and administrative staff effectively and efficiently, much depends on the ability of the school/madrasah principal as a managers and leaders in these educational institutions.

Talking about organizations, especially in education, certainly cannot be separated from the conception of human resources (HR). Based on some literature it can be said that HR for the organization is the most important asset or element among other elements. HR has a significant influence on the success of achieving the goals of educational institutions. HR is not just a resource, but more as capital or assets for institutions or organizations. Here HR is seen not only as the main asset, but as a valuable asset that can be multiplied and developed for the needs of the organization. Education. Human resources play a very important role in determining the progress of an educational institution. Even though an educational institution has good facilities and infrastructure, if it is not supported by or supported by quality human resources, the educational institution will not progress.

Article 3 of Law Number 20 of 2003 concerning the National Education System (Sisdiknas) states that national education functions to develop abilities and form dignified character and national civilization in the context of educating the nation's life, aiming at developing the potential of students to become faithful Marusia. and fearing God Almighty, having noble character, being healthy, knowledgeable, capable, creative, independent, and being a democratic and responsible citizen. The functions and objectives of education are operationally realized by educational institutions, especially schools which are organizations with specific goals embodied in the form of the vision, mission and goals of the school.

A school will be able to achieve its vision, mission and goals if all components of the school can carry out their respective roles properly. Likewise with the role of a school principal. A school principal has main duties and functions which include: 1) Educator, 2) Manager, 3) Administrator, 4) Supervisor, 5) Leader, 6) Innovator, and 7) Motivator. Among the main tasks and functions mentioned above, one of the tasks related to managerial or management abilities is as a manager in a school. MI Hidayatul Islamiyah is one of the madrasas in Probolinggo Regency which has reaped many achievements both in terms of academic and non-academic. MI Hidayatul Islamiyah is an active institution in developing the interests and talents of its students, this can be seen from the active and innovative intra and extra activities in educational institutions.

In general, the Human Resource Management at MI Hidayatul Islamiyah is fairly good, as evidenced by the presence of students who excel each year, and the management of the madrasa is fairly good with qualified human resources. However, with the quality changes every year in education, an educational institution must maintain optimal quality and quality so that educational institutions maintain quality and continue to grow rapidly and still have competitiveness with other educational institutions. Even though the management of human

resources is fairly good, it still needs maximum optimization in developing it. Therefore researchers are interested in conducting research at MI because of the existence of good human resources which, if optimized later, will make an educational institution more advanced and able to have competitiveness with other educational institutions. The competitiveness of education is increasing so that MI Hidayatul Islamiyah needs good human resource management so that the quality of education is maintained and develops optimally. Based on the background above, the writer wants to do further research by taking the title "Optimization of Human Resource Management in Improving the Quality of Education at MI Hidayatul Islamiyah Pajarakan Probolinggo".

RESEARCH METHODS

The type of research used in this research is qualitative research which is descriptive in nature, namely analysis that describes the state or status of phenomena in words or sentences, then separated according to categories to obtain conclusions (Na'im et al. 2021). As for this research, the approach used is a case study approach, which is an intensive, detailed, and in-depth study of an organization, institution or certain symptoms (Nata 2012). This research is related to the phenomenon and its uniqueness regarding the superior madrasah development strategy. This research seeks to explore and describe a natural event as a whole in accordance with the research focus which is interpreted in the form of a research report description. This research uses a qualitative approach. Specifically, the results of the research in this study are presented in a descriptive form.

RESEARCH RESULTS AND DISCUSSION

Optimization of Human Resource Management

1. Optimalization

Optimization or optimization is a process to achieve ideal results or optimization (effective value that can be achieved). Optimization can be interpreted as a form of optimizing something that already exists, or designing and making something optimally. According to the Big Indonesian Dictionary (2011), "Optimization is a process, method and action to optimize (make the best, highest)". Meanwhile, in the Oxford Dictionary (2014), "Optimization is the process of finding the best solution to some problems where the "best" accords to the stated criteria".

Optimization is a process that is carried out in the best way in a job to get maximum profit without having to reduce the quality of work. Management can run well in accordance with the capabilities of its Human Resources, of course a reciprocal relationship or a special relationship is needed between company goals and individual goals, so that both individual goals and corporate goals are achieved. So, Optimization is a process, method and deed (activity/activities) to find the best solution in several problems, which is the best according to certain criteria.

2. Management

Management comes from the Latin "Manus" which means "Hand" and "Agere" which means "to do". The two words with their respective meanings contained in them are etymological meanings. Furthermore, the words "Manus" and "Agere" are combined into one unit of the verb "Managere" which means "to handle". This understanding in grammar is referred to as terminological understanding. "Managere" is translated in English in the form of a verb to "To Manage" with the noun "Management". According to Robbin and Coulter (2002), management is a process of implementing coordination of various work activities effectively and efficiently with and/or through other people. Meanwhile,

according to Mary Parker Follett in Hani Handoko's book (1998) it is stated that management is the art of getting things done through people. That is, management is the art of achieving goals through people. Art here is meant as the ability or skill of a person and a group of people playing a tool or person so as to produce beauty and progress.

Terry (1982) defines management as a series of unique processes which include planning, organizing, directing and controlling which are carried out to establish and achieve various predetermined goals through the utilization of human resources and various other resources. Meanwhile, Stoner (1996) states that management is a series of processes in establishing a plan, organizing, directing and controlling human resources and other resources to achieve a goal. In Arabic, the term management is defined as an-nizam or at-tanzim, which is a place to store everything and put everything in its place. In Islamic teachings, management has been applied since the time of Rasulullah SAW. Even since the days of the previous Prophet but it has not become a modern management discipline that is studied as it is today.

New management science was introduced around the mid-19th century, and the term became very popular because it was considered the key to success in organizational systems, both companies or public and Islamic educational institutions. Management activity is a social function that is embedded in social life, through various habits and forms culture in formal and informal organizations. Therefore management is essentially an organized science and contains social values. As explained in the Qur'an the word of Allah SWT in the letter As-Sajadah verse 5:

يُدَبِّرُ الْأَمْرَ مِنَ السَّمَاءِ إِلَى الْأَرْضِ ثُمَّ يَعْرُجُ إِلَيْهِ فِي يَوْمٍ كَانَ مِقْدَارُهُ أَلْفَ سَنَةٍ مِمَّا تَعُدُّونَ

which means: "He arranges affairs from heaven to earth, then (affairs) it rises to him in one day whose level is a thousand years according to his calculations."

Based on the thoughts of the experts and the word of Allah SWT above, it can be concluded that management is the science and art of managing, controlling, communicating and utilizing all existing resources within the organization by utilizing management functions so that the organization can achieve its goals effectively and efficiently.

3. Human Resources.

Human resources are all human beings involved in an organization in seeking the realization of the goals of the organization. According to ndraha (1999) in Sutrisno (2009:4), high quality human resources are human resources capable of creating not only comparative value but also competitive-generative-innovative value by using the highest energy such as: intelligence, creativity and imagination; no longer solely using raw energy, such as raw materials, land, water, muscle power, and so on. Human resources are defined as a source of strength that comes from humans that can be utilized by the organization. By adhering to this understanding, human resources are human resources and constitute strength (power). From these various understandings, it can be interpreted that human resources are resources that have the potential, contribution and roles that influence efforts to achieve organizational goals.

So, human resources (HR) are all people involved who work to achieve company goals. Humans are Allah's most perfect creatures compared to other Allah's creations, the characteristics and potential of humans are written in the Al-Qur'an. Humans are given potential by God in the form of religion since humans are born, this potential is called fitrah, as Allah says in Surah Ar-Ruum Verse 30:

فَأَقِمْ وَجْهَكَ لِلدِّينِ حَنِيفًا ۚ فِطْرَتَ اللَّهِ الَّتِي فَطَرَ النَّاسَ عَلَيْهَا ۚ لَا تَبْدِيلَ لِخَلْقِ اللَّهِ ۗ ذَٰلِكَ الدِّينُ الْقَيِّمُ وَلَكِنَّ أَكْثَرَ النَّاسِ لَا يَعْلَمُونَ

Which means "then turn your face straight to the religion of Allah (stay on) the nature of Allah who has created humans according to that nature, there is no change in the nature of Allah. (That is) the straight religion, but most people do not know it"

Based on the Al-Qur'an Human resources are human potentials that can be developed to carry out their duties properly and become caliphs of Allah swt.

Enhancement

Improvement is a process, method or act of increasing (business, activity, etc.). Improvement is a process, a way of action to improve something or an activity effort to advance something, something that is even better than before. Improvement is an effort made by the learner (teacher) to help students to improve learning outcomes. Learning is said to increase if there is a change in the learning process, learning outcomes and the quality of learning changes in quality. The term Improvement comes from the word level which means layers of something arranged in such a way as to form an ideal arrangement, while Improvement is the progress of someone from something that does not know to know, from not being able to become able.

Education Quality

1. Quality

Quality is the level of good and bad of a good or service. It can be said that quality is a relative measure of goodness. A quality product is a product that is able to meet customer expectations. Quality comes from the English word Quality, which means quality. Quality is an indicator of the highest value of products and services. In the Indonesian dictionary, quality is defined as a value or condition. In essence, quality is customer satisfaction. In terms of quality is "Quality meets or exceeds customer expectations".

Quality is a structured process to improve the output produced. Quality in management science is more than average at a reasonable price. According to the Big Indonesian Dictionary "state, level or degree (smartness, intelligence, and so on)". The definition of the quality of education has a different meaning. However, there needs to be an operational understanding as a guideline in the management of education to arrive at the notion of educational quality. Let's first look at the notion of quality. The basic meaning of the word quality or quality according to Dahlan Al-Barry in the Modern Indonesian Dictionary is "quality": "quality"; good or bad stuff. Talking about quality means talking about something in the form of goods or services. Quality goods are those that are of great value to someone and are usually associated with goodness, beauty, truth and ideality. While quality services are services provided by a person or organization that are very satisfying, there are no complaints.

Quality has various meanings. There are several opinions that formulate the definition of quality, including as quoted by Nasution:

- a. According to Goestch and Davis (1994). Quality is a dynamic condition associated with products, services, people, processes and the environment that meet or exceed expectations.
- b. According to Juran. Quality is the suitability of product use (fitness for use) to meet customer needs and satisfaction.
- c. According to Crosby (1983). Quality is conformance to requirements, which is in accordance with what is implied or standardized.

- d. According to Deming. Quality is conformity with market or consumer needs.
- e. According to Feigenbaum. Quality is full customer satisfaction (full customer satisfaction). Thus quality is a level of quality that meets or even exceeds expectations

2. Education

Education is a process to increase, improve, change the knowledge, skills, and attitudes and behavior of a person or group in an effort to educate human life through teaching guidance and training activities. Education should be able to produce human resources who have complete competencies, namely attitude competencies, knowledge competencies, and skills competencies that are integrated. Education according to Imam Al-Ghazali is "a ware to achieve glory and surrender the soul to draw closer to God".

Based on the National Education System Law No. II Year 2003 education is: A conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and the skills needed by themselves, society, nation and country. In general, the notion of education is a process of learning knowledge, skills or other things that are passed down from one generation to the next on an ongoing basis. This learning is done in several ways, such as teaching, training and also research.

Education is an important component for us as humans living on this earth. Because with education, we will know what actions and attitudes we must show and must face when we are in any situation and anywhere. Therefore, every human being on this earth needs education, be it education related to God, education related to other humans, as well as education related to the surrounding environment. So important is education for everyone that we always need its existence in living an orderly and prosperous life. Education is not only important for oneself but also important for an improvement in the quality of human resources.

3. Quality in Education

The definition of quality in the context of education includes input, process and output of education. Input is everything that must be available in education because its presence is needed for a process to take place, for example: school principals, students, facilities and infrastructure, and so on. Process is everything that is done to get a good output, for example: monitoring, evaluation, and so on. Meanwhile, output is the work of an educational institution in improving the quality of education, for example: student achievement, and so on.

Educational institutions explicitly state their policies regarding expected quality. Thus the pulse of all components of the institution is focused on quality improvement so that all parties are aware of the importance of quality. Awareness of the importance of quality embedded in all school components will give a strong impetus to efforts or efforts to improve quality.

In the context of education, quality refers to the process and results of education. There are several definitions, for example, from Choirul Fuad Yusuf "In the educational process, the quality of education is related to teaching materials, methodology, facilities and infrastructure, manpower, financing, environment and so on. However, in terms of educational outcomes, quality is related to the achievements of schools within a certain period of time which can be in the form of academic ability tests, such as general tests, report cards, national exams, and non-academic achievements such as in sports, arts or skills.

Educational institutions explicitly state their policies regarding expected quality. Thus the pulse of all components of the institution is focused on quality improvement so that all parties are aware of the importance of quality. Awareness of the importance of quality embedded in all school components will give a strong impetus to efforts or efforts to improve quality.

Quality in education is the quality or measure of good or bad, the process of changing the attitude and behavior of a person or group of people in an effort to mature humans to get closer to God through teaching guidance and training. Quality in the field of education includes the quality of input, process, output, and outcome. Educational input is declared qualified if it is ready to process. Quality education process if it is able to create an atmosphere of Active, Creative and Enjoyable Learning (PAKEM). It is also said that in the context of education, the notion of quality refers to the input, process, output, and impact. The explanation is:

- a. The quality of the input can be seen from the good condition or not of the input of human resources, such as school principals, teachers, staff and students. Whether or not the material input criteria are met in the form of visual aids, books, curriculum, infrastructure, and others. Whether or not the educational software complies with, such as regulations, organizational structure and job descriptions.
- b. Process quality includes the ability of school resources to transform multiple types of inputs and situations to achieve a certain degree of added value for students. Such as, health, discipline, satisfaction, intimacy, and others.
- c. Output quality, namely educational outcomes are considered quality if they are able to produce academic excellence (grades) and extracurriculars (various types of skills) in students who are declared to have passed one level of education or completed a particular learning program.

Quality when associated with an education, then quality education is education that can give birth to good output, both service output and graduates that are in line with the expectations and needs of education users and the community around the area of the educational institution. Therefore, educational institutions must continuously improve the quality of their graduates by adjusting the development of the people's mindset which is also increasing with the passage of time. Quality improvement in education, an educational institution cannot be said to be qualified if it is not based on good management. Meanwhile, good management is obtained from quality control which is always carried out by educational organizations within these educational institutions. The existence of educational organizations is very important in an educational institution because the better the management produced by an educational organization, the better the quality of the educational institution.

From this understanding and explanation, it can be concluded that the quality of education is not only in the elements of input (input), but also in the process, the performance of the Human Resources who manage, their creativity and productivity, especially the elements of output or graduates (output) so that they can satisfy and fulfill expectations and needs of the community as customers of education. By using the system concept, the inputs, processes and outputs in education have a relationship that influences each other to be able to achieve satisfaction and meet community needs.

CONCLUSION

A school as an organization has certain goals, as stated in the vision, mission and goals of the school. In order to achieve this goal, it is necessary to manage all available resources,

including human resources (personnel). One of the roles of a school principal is as a manager in a school, which has a very strategic role in determining the mechanism of management or management of human resources, especially teachers and administrative staff. Principals must be able to manage existing human resources properly. This is very important for the principal to do because teachers and administrative staff are the spearheads of the implementation of all school programs or activities. A teacher will determine the effectiveness of learning so that it will be able to prepare students to master the expected competencies and produce quality graduates, while administrative staff determine the implementation of administration in schools to support the success of learning. Good human resource management needs to be carried out by school principals through activities that are in management functions, namely by carrying out planning, organizing, directing, and supervising all tasks that have been given to all school members, so that it will produce good performance and will be able to realize the vision, mission, and goals of the school.

BIBLIOGRAPHY

- A.M. Sardiman. (2011). *Interaksi dan Motivasi Belajar Mengajar*. Jakarta: Rajawali Press.
- Abdul Majid dan Chaerul Rochman. *Pendekatan Ilmiah Dalam Implementasi Kurikulum 2013*, Bandung, PT Remaja Rosda Karya
- Ahmad Fauzi, *Filsafat Manajemen Pendidikan Islam* (Yogyakarta: Pustaka Pelajar, 2018)
- Alfian, M. Y., & Saifuddin, M. A. (2021). *Penafsiran Hamka Tentang Fitrah Manusia Terhadap Surat Ar-Rum Ayat 30 Dalam Tafsir Al-Azhar* (Doctoral dissertation, Universitas Muhammadiyah Surakarta).
- Ancara Jerome S. *Pendidikan Berbasis Mutu: Prinsip-Prinsip Perumusan dan tata Langkah Penerapan*, (Yogyakarta:Pustaka Pelajar, 2007)
- Ardania, I Komang dkk. 2012. *Manajemen Sumber Daya Manusia*. Yogyakarta: Graha Ilmu.
- Baharuddin dan Moh. Makin, *Manajemen Pendidikan Islam*, (Malang: UIN-Maliki Press 2010),
- Bibhuti Bhusan Mahapatro, 2010, *Human Resource management*, New Delhi, New Age International (P) Ltd. Publishers
- Choirul Fuad Yusuf, *Budaya Sekolah dan mutu Pendidikan*, (Jakarta: PT. Pena Citrasatria, 2008).
- Depdiknas. (2003). *Undang-undang Republik Indonesia nomor 20 tahun 2003 tentang sistem pendidikan nasional*. Jakarta: CV.Eko Jaya,
- Engkoswara dan Qomariah, *Paradigma Manajemen Pendidikan*, (Bandung: Alfabeta, 2010)
- Faustino Cardoso Gomes, *Manajemen Sumber Daya Manusia*, (Yogyakarta: Penerbit Andi, 2003),
- Hasan Baharun, dkk, *Manajemen Mutu Pendidikan Ikhtiar Dalam Meningkatkan Mutu Pendidikan Madrasah Melalui Pendekatan Balanced Scorecard* (Tulungagung: Akademia Pustaka, 2017)
- Hermawan R. *Pengembangan sumber daya sekolah*. Diambil pada tanggal 27 April 2015
- Herry Krisnandi ,Suryono Efendi, Edi Sugiono, *Pengantar Manajemen* (Jakarta: LPU-UNAS, 2019)
- Husaini Usman, *Manajemen Teori, Praktik dan Riset Pendidikan* (Jakarta: Bumi Aksara, 2008)
- Kadarisman. 2009. *Manajemen Pengembangan Sumber Daya Manusia*. Jakarta: Kencana.
- Kamus besar bahasa Indonesia (2015: 252)
- Lilis Sulastri, *Manajemen Sebuah Pengantar* (Bandung: LA Good's Publishing, 2012)
- Lukman Ali, *Kamus Besar bahasa Indonesia*, (Jakarta : Balai Pustaka, 1995), Cet. Ke-4
- M. Dahlan Al Barry, *Kamus Modern Bahasa Indonesia*, (Yogyakarta: Arloka, 1994)
- M. Munir, dkk, *Managemen dakwah* (Jakarta: Rahmat Semesta, 2009)
- M.N. Nasution, *Manajemen Mutu terpadu*, (Jakarta : Ghalia Indonesia, 2004), Cet. ke-3

Marbun, 1979, Konsep Manajemen Indonesia. Jakarta. PPM,
Muhammad Utsman el-Muhammady, Pemurnian Tasawuf oleh Imam Al-Ghazali
Nasution, Manajemen Mutu Terpadu, (Jakarta:Ghalia Indonesia, 2001)
Pusat Pembinaan dan pengembangan bahasa Depdikbud, Kamus Besar Bahasa Indonesia,
(Jakarta: Balai Pustaka, 1999)
Sutrisno, Edy. 2009. Manajemen Sumber Daya Manusia. Jakarta: Kencana Prenada Media
Group
Tim Redaksi Sinar Grafika, Undang-Undang Sisdiknas 2003, (Jakarta : Sinar Grafika, 2007)
Tony Bush, Leadership and Management Development in Educatio, (Hawker bonlow
Education, 2008).