Transformation of Personnel Management in Improving Islamic Education

Solehan Solehan
Agus Salim Metro Lampung Institute of Islamic Religion

Address: JL. Brig. Gen. Sutiyoso Number 7 Metro Lampung
Author correspondence: solehanmetro2016@gmail.com

Abstract. Changes in personnel management are crucial along with increasing demands for the professionalism and competence of teaching staff in Islamic educational institutions. This transformation covers various aspects, starting from recruitment and selection, competency development, to teacher performance evaluation. The research method used in this article is a literature study that analyzes various library sources related to personnel management and Islamic education. The research results show that implementing effective personnel management can increase teacher motivation and performance, which in turn has a positive impact on the quality of learning and student achievement. In addition, the integration of Islamic values in the personnel management process can create a conducive and harmonious work environment, which greatly supports the achievement of Islamic education goals. This article concludes that personnel management transformation is a strategic step that must be taken by Islamic educational institutions to face the challenges and dynamics of the current world of education.

Keywords: Professionalism And Competence,Personnel Management, Islamic Education

INTRODUCTION

The less harmonious order of life is the result of a weak economic system, which has led the nation to a prolonged crisis. The crises that occur in various areas of life actually originate from the low quality, ability and work spirit of humans themselves. The true power of reform actually comes from quality human resources who have transparency and far-sightedness who are not only concerned with themselves and their groups, but always prioritize the interests of the nation and state in various social lives (Mulyasa, 2002:3).

In the course of school activities, human resources or personnel are an important element, because the smooth running of the school program is largely determined by these human resources. Because no matter how complete and modern the facilities are in the form of buildings, equipment, work tools, work methods and community support, if the human resources or personnel tasked with running the school program do not participate enough, it will be difficult to achieve the stated educational goals (Daryanto, 2001:29).

Islamic education as an effort to improve the quality of human resources is an important sector to pay attention to in supporting the achievement of national development goals. Through Islamic education it is hoped that it can form quality human beings who can support the achievement of national development targets. Considering that national development requires superior quality human resources, whether in the capacity of general science or religion, these human resources must be considered, managed and utilized as well as possible.

Personnel management problems include management having to face tremendous advances in technology, restrictions imposed by various government regulations, shrinking

* Solehan Solehan , solehanmetro2016@gmail.com ---

supplies of energy and other natural resources, growing national and international competition, demands for increased attention to environmental sustainability, and the development of collective activities of employees. . This is an environmental factor.

Organizational factors such as the increasing level of employee education, increasing workforce heterogeneity, soaring personnel costs, and decreasing productivity have placed personnel practices at the top of management's attention ladder (T. Hani Handoko, 2001:1).

The success of Islamic education in schools is largely determined by the management of available educational staff or personnel management. In this case, increasing productivity and work performance can be done by improving human behavior in the workplace through the application of personnel management concepts and techniques. Educational personnel management aims to utilize educational personnel effectively and efficiently to achieve optimal results while remaining in pleasant conditions (Mulyasa, 2002:42).

Islamic education has a strategic role in forming a generation that is not only intellectually intelligent, but also has high morals and spirituality. In the era of globalization and rapid technological development, the challenges faced by Islamic educational institutions are increasingly complex. To answer this challenge, the transformation of personnel management is crucial in efforts to improve the quality of Islamic education.

Personnel management covers various aspects, from recruitment and selection of teaching staff, professional development, to performance evaluation. However, in many Islamic educational institutions, personnel management is still carried out conventionally and is less adaptive to changing times. This causes sub-optimal utilization of existing human resources, which in turn has an impact on the quality of education provided.

Personnel management transformation aims to create a more efficient and effective system for managing teaching staff and administrative staff. By implementing a competency-based approach and information technology, Islamic education institutions can ensure that the teaching staff they recruit have the appropriate qualifications and continue to develop their competencies through continuous training and development.

Apart from that, this transformation also includes increasing the welfare and motivation of teaching staff. A conducive work environment and appreciation for performance can encourage teaching staff to contribute more optimally to the learning process. Thus, the transformation of personnel management not only has an impact on the quality of teaching staff, but also on the quality of education received by students. Thus, it is hoped that the transformation of personnel management can be a strategic solution to improve the quality of

Islamic education, answer the challenges of the modern era, and produce graduates who are competent and have noble character.

DISCUSSION

1. Manajemen Personalia

Educational personnel management or educational personnel management aims to utilize educational personnel effectively and efficiently to achieve optimal results, while remaining in pleasant conditions. In this regard, the personnel function that must be carried out by leaders is to attract, develop, study and motivate personnel to achieve system goals, help members achieve positions and behavioral standards, maximize the career development of educational staff, and align individual and organizational goals (Mulyasa, 2007: 42).

The objectives of personal management explain how to utilize employees efficiently and collaborate with accountable quantities, create, maintain and develop a pleasant working atmosphere between individuals who work together so that the original desired goals are achieved, by fulfilling all existing aspects. inside it.

a. Personnel Development and Training

This is a process of increasing knowledge and skills through education and training. At this stage there are two important activities as a basis to develop members of the organization, among other things, education and training are provided to employees, both new and existing employees.

In work organizations, human resource development is a process to improve the quality of employees so that they master knowledge, skills, expertise and insight in accordance with developments in science and technology (Ulfatin Nurul and Triwiyanto Teguh, 2016: 141). There is personnel development, each is able to handle various types of work that are the responsibilities assigned to him in an ever-changing situation.

Thus, it can be said that the aim of personnel development is to increase the work effectiveness of educators, which will ultimately lead to increasing Madrasah productivity in line with the demands of scientific and technological progress.

b. Compensation

Compensation is a reward paid to employees/educators for the services they have contributed to change. A good compensation system means providing rewards. In other words, compensation is all income in the form of money, goods or services, both directly and indirectly, received by employees because of their services in carrying out their duties as a profession or worker. So, judging from its form, compensation is generally

grouped into two, namely financial and non-financial compensation. Meanwhile, judging from the way it is given, it is grouped into two, namely direct and indirect (Ulfatin Nurul and Triwiyanto Teguh, 2016:120-121).

c. Integration

After procurement, development and compensation activities are carried out, a new problem arises, which is very important to pay attention to, namely integration. Integration means matching employee desires with organizational needs. Therefore, employee feelings and attitudes are needed in determining organizational policies. Integration includes work motivation, job satisfaction and leadership (Wilson Bangun, 2012:11).

An educational institution that continues to grow and develop always requires attention from within, especially itself. By making the business world the center, especially to achieve the quality of educational institutions, professional human resource management is needed, in this case to develop the existing human resources in educational institutions. With the development of human resource management, it is hoped that employees can take part in training courses, seminars and workshops with the objectives and training of personnel being: (1) increase production quantity, (2) improve production quality, (3) improve employee achievement planning, (4) increase work morale, (5) increasing income/welfare, (6) improving health and safety, (7) preventing aging and (8) developing humans. With training and education, a person will get a young and enthusiastic educational team to improve their knowledge and skills. This provides an opportunity to increase work morale and the quantity and quality of output (Made Pidarta, 2004: 115). This training and education can indirectly improve the mental health and sense of security of education staff, because they feel they have the correct knowledge and can put it into practice. Personnel development techniques can be carried out in other places or at other times, it is necessary, especially for professional energy. In personal development in nature, the principle of lifelong learning is applied. Professional staff should be able to learn opportunities for formal and informal learning, so that their expertise is not abandoned by science, as well as by non-professional staff, it remains to be seen and given opportunities. Developed with learning techniques in the work process, skills practice, reading literature and subsequent research, to organize education not unequally, but moving together. Therefore, personnel management is intended to improve the quality of educational institutions.

2. Quality of Islamic Education

Improving the quality of educational institutions is a strategic point in efforts to realize quality education. The quality of educational institutions will be seen from the learning processes and outcomes of students. Several components influence the teaching and learning process in educational institutions. The teaching and learning process can run effectively if all stakeholders can support each other to achieve goals.

The quality of learning outcomes will be largely determined by the quality of teaching and learning and all the factors that influence it, in this case staff management. Learning outcomes are determined more by factors that exist within the student. Therefore, efforts to develop and create seriousness and motivation for learning in students are very important to achieve optimal learning outcomes.

The learning process will be able to run effectively if all components that influence the teaching and learning process can support each other in order to achieve the goals (Depdikbud, 1994:4).

One of the efforts made to improve the quality of education is through efforts to improve the quality of educational institutions. Basically, quality education will only emerge from quality educational institutions. Therefore, efforts to improve quality are now a strategic point in efforts to improve quality education (Samani, 2000: 199).

The main keys according to Made Pidarta (1997:276) in improving the quality of education include the following;

a. Educators are given the widest opportunities as long as they are able to continue their studies further.
b. Develop and function libraries and foster a reading culture.
c. Improving the welfare of educators
d. More intensive functions and implementation
e. Upgrading, training, and other forms of activities that can improve the role and function of educators.

Efforts to improve student learning outcomes, apart from increasing student motivation, can also be carried out through partnerships between educational institutions and the community. Community involvement is very important and effective in helping students succeed academically, it helps to provide a conducive learning environment in which students can do well.

Effective personnel management is the key to improving the quality of Islamic education. With selective recruitment, continuous training, comprehensive performance assessments,

efficient resource management, inspirational leadership, and implementation of technology, Islamic educational institutions can achieve high quality standards. All of this will contribute to the formation of a young generation who is not only academically intelligent, but also has strong morals and character in accordance with Islamic teachings.

CONCLUSION

The transformation of personnel management in improving Islamic education is a strategic step to ensure effective and efficient management of human resources in Islamic educational institutions. This transformation includes several important aspects such as recruitment, competency development, performance assessment, and giving awards to teaching staff and administrative staff. In recruitment, a more selective and competency-based approach should be implemented to ensure that individuals joining Islamic educational institutions have appropriate qualifications and a commitment to Islamic values. Competency development through continuous training and professional education is crucial to increasing the capacity of teaching staff in delivering relevant and up-to-date learning material. Objective and transparent performance assessments help identify areas that need improvement and provide constructive feedback for educators and staff. A fair and motivational reward system will encourage optimal performance and increase loyalty to the institution. With appropriate personnel management transformation, Islamic educational institutions can create a conducive work environment, improve the quality of teaching, and ultimately, achieve higher educational goals in accordance with Islamic principles. The implementation of good personnel management also contributes to the formation of a work culture that is professional, innovative and oriented towards achieving maximum results in Islamic education.

REFERENCES

Daryanto, H. M. (2001). *Administrasi pendidikan*. Jakarta: Rineka Cipta.

Depdikbud. (1994). *Pedoman pelaksanaan kurikulum pendidikan dasar: Sekolah dasar*. Jakarta: BP Dharma Bakti.

Handoko, T. H. (2001). *Manajemen dan sumber daya manusia*. Yogyakarta: BPFE.

Mulyasa, E. (2002). *Manajemen berbasis sekolah*. Bandung: Remaja Rosda Karya.

Mulyasa, E. (2007). *Manajemen berbasis sekolah: Konsep, strategi, implementasi*. Bandung: Rosda Karya.

Pidarta, M. (1997). *Landasan kependidikan stimulus pendidikan bercorak Indonesia*. Jakarta: PT Rineka Cipta.

Pidarta, M. (2004). *Manajemen pendidikan Indonesia*. Jakarta: PT Asdi Mahasatya.

Pidarta, Made. (2004). *Manajemen Pendidikan Indonesia*. Jakarta: PT. Asdi Mahasatya

Samani, M. (2000). *Revitalisasi sekolah menengah kejuruan*. Jakarta: Pusat Penelitian Balitbang Depdiknas.

Samani, Muchlas. (2000). *Revitalisasi Sekolah Menengah Kejuruan*. Jakarta: Pusat Penelitian Balitbang Depdiknas

Ulfatin Nurul, Triwiyono Teguh, (2016). *Manajemen Sumber Daya Manusia Bidang Pendidikan*. Jakarta: Rajawali Pers

Ulfatin, N., & Triwiyono, T. (2016). *Manajemen sumber daya manusia bidang pendidikan*. Jakarta: Rajawali Pers.

Wilson, B. (2012). *Manajemen sumber daya manusia*. Jakarta: PT Gelora Aksara.

Wilson, Bangun. (2012). *Manajemen Sumber Daya Manusia*. Jakarta: PT. Gelora Aksara