

Strategy for Increasing Human Resources Through Infrastructure

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Abstract: *Human resource management is a process closely related to implementing management strategies that are directly handed over to schools to be developed according to their potential. The purpose of this study is to describe the strategy for the development and quality of human resources in elementary schools. This research is a type of field study or qualitative, collecting data according to the phenomena at the location, namely at Muhammadiyah Al-Birru Ponorogo. Data collection techniques through observation during meeting activities between leaders and subordinates, interviews with school principals, committee members, foundation members and stakeholders, documentation of assignment letters, photos of activities. The results showed: that a well-planned human resources improvement strategy is a benchmark for the maximum success or failure of human resources management by developing the potential of human resources who have their respective talents directed according to the knowledge of the teachers and healthy competition between human resources with the stimulus of giving awards to educators. Implementation of improving human resource educators through periodic semester career coaching, maximizing IT class management, and learning innovation with collaborative teaching methods. The success of improving school human resources very influential in carrying out the learning process properly and perfectly organized.*

Keywords: *Human Resources, Management, Islamic Education, Infrastructure.*

Introduction

The development of science and technology today is increasingly advanced. This development will significantly influence the scope of human lifestyle and habits. Moreover, there is no filter or screening of various things that will impact the development of knowledge and technology. Of course, this will boomerang on the resulting good

influence from human performance in the field of education in particular.

Human resources have a major role in the education quality development segment. Education is a container that cannot be separated from the role of human resources because the most important aspect is in the human resources themselves. Apart from being the main role of human resources, they also play an active role in the organization, and planning, as actors and determinants of the realization of organizational goals. This goal can only be achieved with an active role, even with makeshift tools. Examples of small things like this also apply to the world of education if you draw more specifically on learning human resources with the role of educators, which cannot be replaced by technology. In this case, it makes human resources function more effectively and efficiently with management and planning at the stage of the special function of managing education (Solehan, 2022).

Likewise, the existence of human resources in educational organizations makes sense because, in education, human resources have a role in both administrative and operational management. In another study, it was found that human resources in education should need management both in the short and long term in the management of education that will take place so that in this way, human resources can act actively according to their functions. For this reason, massive human resource management is needed (Sarnoto, 2017).

In research on human resource planning, continuity is needed to realize activities in educational institutions in strategic plans, operational plans and annual programs in organizations and institutions (Anwar, 2022). In the era of globalization, it is a borderless problem marked by the emergence of communication technology. In this case, the implementation of social conditions is a competitive issue. In this case, human resources should have an increasing tendency (Endah, 2018).

Education has an essential role in creating human resources which are reliable and skilled and able to answer the current challenges of developing human resources with the human investment movement. This is an effort to produce long-term human resources. The development of human resources is a problem that takes work, so it is necessary to handle severe and systematic steps. This includes management as a science discipline to solve organizational problems

based on an approach that focuses on the number of students (Mardhiyah, Aldriani, Chitta, & Zulfikar, 2021).

Based on the background above, the authors see that educational institutions' human resource management is obligatory. In this case, management becomes a realm in increasing the quality of institutional resources. Development to create quality, capable, and comprehensive human resources will create a good and massive education. Likewise, human resource planning with institutions capable of realizing sustainability in management, strategic plans, operational plans, annual programs and innovation in learning (Ikhwan & Yuniana, 2022).

Therefore, the authors raised this research, bearing in mind that in the current era of education, everything is changing with the developments being made to be updated. The same happened with the author's informants, who had new methods of finding information on human resource management in educational institutions.

Management is an individual activity in which these individuals contribute their best efforts to take action in terms of understanding and measuring the effectiveness of doing business by providing economic, psychological, and socio-political responses and other technical contributions.

Human resources are an essential part that cannot be separated from educational institutions. Human resources is a crucial agent for development and quality in education (Ikhwan, 2019). Human resources at MI Muhammadiyah Al Birru Ponorogo emphasize the principle of empowering the potential of teachers and the quality of teaching quality for students. With these principles, it is hoped that they will be able to score goals from the school's vision and mission. Human resources are expected to be able to develop the potential of quality human resources and alums (Sarnoto, 2017).

Education refers to a conscious and planned effort to create an atmosphere in the learning process for students to actively explore and develop their potential through spirituality, personality, self-control, intelligence, character, and skills. In this case, education is a level in advancing a better life. With education, students can know, understand, and create critical thinking patterns in managing thoughts. In educational philosophy, it is a matter of humanizing students by sacrificing their potential.

Method

This research method uses a qualitative approach with descriptive methods. This study aims to describe various problems and explain the components of human resources management's strategy and quality development in educational institutions. The writer's data analysis focuses on two variables, the strategy for developing human educational resources and the role in implementing an increase in educational resources (Ikhwan, 2021). The subjects in this study were the principals of the Muhammadiyah Al-Birru Ponorogo elementary school in East Java, Indonesia. The data collection technique for this research is by observing, interviewing, and documenting, as detailed below: 1) Observation: carried out in this study in the form of observations at the institution which is to find out the efforts to obtain sources of information regarding human resource management and the roles and development that exist in MI Muhammadiyah Al Birru Ponorogo. 2) Interview: carried out by the author after making observations, this interview attempts to find out and complete data and seek to deepen more accurate and detailed information in the context of discussing human resource management at MI Muhammadiyah Al Birru Ponorogo. The author interviewed the school principal as the primary informant this interview. 3) Documentation: carried out to further refine the research analysis, leading to supporting references in research in various forms, namely written documents, agenda journals, etc., which are a source of completeness of research data.

This author's research becomes a benchmark in a series of theories that are relevant to the object of research. In this data collection technique, the author collects results with questions prepared at the beginning of the study by taking the focus point in data collection and then making conclusions with the results carried out by the author.

Result and Discussion

The results of extracting data on subjects in the field of MI Muhammadiyah Al Birru Ponorogo, in principle to collect data on the development of human resource management in education, and the role of human resources in improving the quality of education in MI Muhammadiyah Al Birru Ponorogo. The school principal provides information that one must maintain the role of human resources in the school environment. Human resources provide a more substantial

influence on the development and progress of education and institutions in particular.

"Human Resources who are capable will create generations and stability in education. Therefore at MI Muhammadiyah, as the principal, must provide programs that can improve the quality of its human resources and always evaluate the developments that are taking place in this school."

The statement above is the meeting point that a balancing factor is needed in an effort to achieve educational success. He also believes that the two principles above are essential for human resource management in institutions. Moreover, students need to pay attention to students sustainability to create extraordinary quality.

The details of the interview results in it are how the principal, as a supervisor, makes breakthroughs in the development of human resources in schools and the quality that affects educational performance in MI Muhammadiyah Al Birru Ponorogo. In developing and enhancing the role of the quality of school human resources, it is the responsibility and a joint design to create learning that is more creative, innovative, and conducive and creates students who are qualified in science and technology and IMTAQ. With the development carried out, it then produces an output for development and quality by conducting learning evaluations with the development of students.

Human resource management strategy in the school environment

In improving the quality of educational institutions, they should have an excellent human resource management strategy to serve as a reference and steps to act in realizing professional human resources. According to Tjiptono, a strategy is a comprehensive set related to carrying out ideas from designs and plans within a specified period (Sibarani, 2019). Meanwhile, the resource management strategy is a process which involves all human resources for joint continuity in the vertical and horizontal forms in achieving an agreed plan (Sulistiadia, Sihiteb, Alamsyah, Kotamena, & Andhika, 2020).

From the above understanding that human resources are the primary function in human resource management, this step becomes an orientation towards efforts to develop strategic steps to prepare educator human resources according to the required quality. They are managing effective human resource management in improving the quality of human resources. Aspects of the school environment are fundamental to the development of students. The quality of teaching

staff personnel is an essential element. In this case, educators must be proficient in planning, development, quality, creativity, innovation and building managerial personnel for the stability of school organizations (Hadi, 2020).

Based on the results of an interview with the MI Muhammadiyah Al-Birru Ponorogo principal about the human resource management strategy at this school, he gave the opinion that human resource management is essential in the development of educational institutions because without human resources, the institution will not run in balance, with With this statement, the strategy carried out at MI Muhammadiyah Al Birru to manage human resources in the institution is as follows:

First, strive for all educators to continue their educational studies. The efforts provided more encouragement and motivation for education staff to improve quality. There is a need for scientific development from teaching staff to become role models for institutions with qualified educators in managing education.

Second, in welcoming the development of educators, the principal has a strategy for upgrading the abilities of educators, namely holding coaching within a period of one or two months with the theme of activities in the form of upgrading, motivation, and innovation in teaching.

Third, in addition to coaching MI Muhammadiyah Al Birru in increasing capacity and quality, namely by involving its Human Resources to take part in training, workshops, and various activities that support the addition of knowledge.

1. Professional Human Resources Development

Development is an effort to improve technical, theoretical, conceptual and moral abilities tailored to the capacity of education and training needs (Syarif & Jakfar, 2019). This is the development of human resources essential to improve skills so that they are more productive than the aim of developing institutions and personnel of educators. In the teaching and learning process, it is necessary to have qualified staff to create these resources for education should have good potential and good planning, manage learning activities and create maximum learning outcomes.

Educational resources, the first actors in learning, certainly need guidance, training, development and management in developing teacher professionals (Tsitah & Fitria, 2018). Closely related to

teacher professionalism, the principal explains that there must be competencies that must be possessed, namely the existence of 4 essential competencies that must be possessed by teachers namely, personal competence, pedagogic competence, social competence, and professional competence (Bagou & Sukung, 2020).

From the results of interviews with teaching human resources at MI Muhamamdiyah Al-Birru, the school principal emphasizes that educators have good pedagogical competence, but there are more important things. All of them must have four essential competencies. According to her pedagogic competence, a teacher can manage classroom learning, manage classes, manage classes, and manage students in the learning process (Putri, Mudzanatun, & Putri, 2020).

As said by the principal, becoming a professional educator in human resources is more challenging than turning the palm, and it cannot be reached and carried out quickly. There must be a long process to make human resource educators professional with various activities supporting educational science. The principal, who is the supervisor and the most important person in terms of development, administration, and outreach to the quality of graduates and educators, says he must be able and sensitive, responsible for what is lacking and what should be done in the development of educators at MI Muhamamdiyah Al Birru Ponorogo to be more professional.

2. Human Resources Performance in Education Competitors

In the current development of education, the role must be balanced. In today's educational institutions, the turmoil of competition between schools, both private and public, is a topic for all schools to provide the best educational services. According to Sagala, the quality of education is a description of the characteristics of the services provided to education both internally and externally, which show the ability to satisfy the practical needs of education (Baro'ah, 2020). In this case, schools must be able to develop excellent institutions that will experience setbacks if there is no innovation and only follow the previous ones. Educational institutions can likely compete if they have distinctive, unique and differentiating human resources. In this case, educational institutions are said to excel in competing by creating efficiency, service quality and creative innovation.

With regard to educational development, schools must seek to control the process of sustainability in schools in terms of learning and administration, the process of diagnosis, and providing

participation to various elements of schools. According to Moeheriono, performance is the development of the level of achievement in the implementation of activity programs to realize the vision and mission of the institution, which is stated in strategic planning (Mursalin, Heriyanto, & Yuliani, 2021).

Educational competitors are competition. In this case, teachers are not only teachers but also teachers as educators and trainers for students. In the efforts made by educational institutions to increase institutional profits and the quality of schools and students, namely by providing special encouragement to participate in competitions both at the local sub-district, district and national levels with championship targets for the competitions they participate in. The principal said that the teacher not only acts as an educator in the classroom but as a teacher must also get out of their comfort zone. The teacher must also be able to be a coach for students and be a good motivator for students.

In perfecting teacher performance, it is hoped that teachers will not only come, sit down, greet, explain and give assignments, but teachers are also required to develop creativity and abilities in teaching targets to create quality students. The hope of the educator human resources school at MI Muhammadiyah Al Birru is that they must become extraordinary educators. The expected human resources at MI Muhammadiyah Al Birru Ponorogo all have a target of students being guided must have achievements by their respective talents and scientific interests.

Implementation of Educator Human Resources Improvement

The goal of developing human resources is the main thing that must be done because increasing the knowledge, skills, and commitment of educators so that with this the vision and mission of educational institutions are achieved where all of this can run effectively and efficiently (Suriyati, 2020). Human resource development is carried out to increase the orientation of human resources towards quality improvement so that the objectives of education can be achieved.

In the results of data mining that researchers did at MI Muhammadiyah Al Birru, as is the case about human resources (educators) in human resource development, the principal provides motivation or basis for teaching human resources at this research location, namely: *At-Thorikotu Ahammu Minal Maddah Wal Mudarisu Ahammu* interest in *Tharikoh Wa Ruhul Mudaris Ahammu Minal*

Mudarris" means: the method or method is more important than the material (teaching material). The teacher is more important than the method, but the spirit (soul) of a teacher is even more important than the teacher himself.

In the quote above, the principal explains that human resources are more important for creating quality students than for the development itself, namely creating professional educators.

Improving the quality of education on a micro-scale is all determined in the operational form of school management (Marwan, 2017). To improve the quality of productive education, school institutions should pay attention to the development and improvement of curriculum, development of materials, training for teachers, and evaluation systems, in terms of quality teacher productivity efforts in this case, namely by emphasizing teachers to be more creative in managing classes and learning, being able to overcome practical problems, increasing effectiveness in teaching, increasing sensitivity to individual students.

Regarding the productivity of the quality of education at MI Muhammadiyah Al-Birru Ponorogo expects all components of its human resources to innovate in learning. Teachers are not expected to teach solely top-down but must involve students and be active in learning. Class management that is not monotonous, institutions with productivity focus all on students, and students must be able and active.

In education, facilities and infrastructure are essential factors in supporting learning, both directly and indirectly impacting learning objectives. Facilities and infrastructure are considered standard in education according to the minimum and maximum criteria (Ikhwan & Qomariyah, 2022).

MI Muhammadiyah Al Biruu already has sufficient facilities and infrastructure. In responding to the barriers to facilities and infrastructure, this is a relatively minor reason or problem besides trying to complete facilities. Even the school has its breakthrough in the adequacy of these facilities supported by natural facilities. Here the principal explains that students must be more creative and innovative in using the facilities around them.

Benchmark of Success in Improving Human Resources Quality

Success in the quality of human resources (educators) affects the quality of students and graduates. Learning achievement is also a

benchmark in learning achievement (Mauliya & Wulandari, 2021). To achieve the success of MI Muhammadiyah Al-Birru Ponorogo's human resources take two principles, namely: first, innovation and behaviour change, by comparison before teaching with monotone now there is progress in the teaching and learning process with innovation; second, learning media, must produce products from learning that has been received and taught by the teacher. These two principles motivate MI Muhamadiyah Al-Birru to continue developing and developing the quality of human resources for progressive education (Ikhwan, Febriansyah, & Syam, 2022).

In improving the quality and existence of schools, principals, as stakeholders, leaders, motivators, and supervisors, are expected to be more qualified. The leadership of school institutions is of utmost concern to create professional human resources in managing institutions and the quality of education of school principals. Students can mobilize existing human resources in schools with planning, curriculum development, scheduled programs, full sincere service, neat finances, constant evaluation, and good school relations with the community. Thus, the primary duties and performance of the school principal, as a sample performance in schools.

The curriculum is one of the main components of education. It is a compass that points to where students want to go. Therefore, the position of the curriculum in educational practice is significant. In responding to this, MI Muhammadiyah al-Birru Ponorogo, by dealing with education between the previous curriculum and the independent curriculum, in this case, teachers were asked to be more innovative in learning activities that the school needs. There needs to be more than identification and selection to get qualified teachers but must get an induction from school leaders. The school principal should strive for conducive school conditions for teachers with their programs, namely; learning programs and services, learning and student growth, human resources for educators (teachers), financial resources, physical resources, community involvement and relations, organizational management, routine evaluation and training-workshops-workshops and the like to improve teaching abilities.

Conclusion

Lack of attention from the government to develop comprehensive human resources. This lack of awareness can be seen from the uneven development of educational institutions between educational

institutions in the centres of big cities and educational institutions in remote rural areas. As a result, the quality of human resources in educational institutions still needs to improve. Apart from the need for more financial resources to manage and develop this human capital, this is a significant barrier preventing educational institutions from fully developing their human capital. The presence of school principals and teachers has a challenging role in improving the quality of human resources (input). Teachers, as the most critical actors in teaching and learning activities in education, have a huge role in educating and guiding student information to develop it into valuable and practical human resources (HR) for the nation and state. As a result, the author believes that a teacher in today's world must adapt to the changing demands of students and society in general.

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