

THE ROLE OF HUMAN RESOURCE MANAGEMENT IN IMPROVING THE QUALITY OF MADRASAH EDUCATION

Abdul Rojak¹, Baharuddin², Ibnu Muthi³

^{1,2,3}*Universitas Muhammadiyah Indonesia, Bekasi*
ar0079175@gmail.com
baharuddin@unismabekasi.ac.id
ibnumuthi@unismabekasi.ac.id

ABSTRAK

Penelitian ini bertujuan untuk menginvestigasi peran manajemen sumber daya manusia dalam meningkatkan mutu pendidikan di Madrasah Tsanawiyah Khairul Falah Kota Bekasi. Manajemen sumber daya manusia (MSDM) memiliki peran yang krusial dalam peningkatan kualitas pendidikan. Madrasah Tsanawiyah Khairul Falah Kota Bekasi merupakan salah satu lembaga pendidikan Islam di Kota Bekasi yang memiliki komitmen untuk memberikan pendidikan berkualitas kepada siswa-siswinya. Penelitian ini menggunakan metode studi pustaka yang melibatkan analisis terhadap artikel-artikel, buku-buku, dan dokumen-dokumen terkait. Beberapa faktor yang dianalisis dalam penelitian ini meliputi rekrutmen dan seleksi tenaga pendidik, pengembangan profesionalisme guru, manajemen kinerja, dan komunikasi internal. Hasil penelitian menunjukkan bahwa peran manajemen sumber daya manusia berperan penting dalam peningkatan mutu pendidikan di Madrasah Tsanawiyah Khairul Falah Kota Bekasi. Pertama, rekrutmen dan seleksi tenaga pendidik yang ketat dan berkompeten akan memastikan bahwa hanya guru-guru terbaik yang diterima di madrasah ini. Kedua, pengembangan profesionalisme guru melalui pelatihan, workshop, dan kegiatan pengembangan diri akan meningkatkan kualitas pengajaran. Ketiga, manajemen kinerja yang baik akan memastikan evaluasi dan umpan balik yang konstruktif kepada para guru untuk meningkatkan kualitas pengajaran mereka. Terakhir, komunikasi internal yang efektif antara pimpinan madrasah, guru, dan staf akan memfasilitasi kerjasama yang baik dalam mencapai tujuan pendidikan yang telah ditetapkan.

Kata Kunci : Peran; Manajemen Sumber Daya Manusia; Mutu Pendidikan

ABSTRACT

This study aims to investigate the role of human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul

Falah, Bekasi City. Human resource management (HRM) has a crucial role in improving the quality of education. Madrasah Tsanawiyah Khairul Falah Bekasi City is one of the Islamic educational institutions in Bekasi City that has a commitment to provide quality education to its students. This study uses a literature study method that involves the analysis of articles, books, and related documents. Some of the factors analyzed in this study include recruitment and selection of educators, teacher professionalism development, performance management, and internal communication. The results of the study show that the role of human resource management plays an important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. First, the recruitment and selection of strict and competent educators will ensure that only the best teachers are accepted in this madrasah. Second, the development of teacher professionalism through training, workshops, and self-development activities will improve the quality of teaching. Third, good performance management will ensure constructive evaluation and feedback to teachers to improve the quality of their teaching. Finally, effective internal communication between madrasah leaders, teachers, and staff will facilitate good cooperation in achieving the educational goals that have been set.

Keywords : *Role; Human Resource Management; Quality of Education*

INTRODUCTION

Education is one of the sectors that has a strategic role in the development of a country. According to (A Wijayanto, 2022), high quality education is an important prerequisite in creating quality human resources. In the context of education in Indonesia, madrasahs have a significant role in providing quality Islamic education. One of the madrasahs that has a commitment to improving the quality of education is Madrasah The role of human resource management (HRM) in education is very important to achieve the goals of quality education. Human resources is the process of managing and developing the potential of human resources in an organization with the aim of improving performance and productivity (Mohammad Arief, 2021:1-13). In the context of education, HRM includes various aspects such as recruitment, selection, professional development, performance management, and internal communication. The recruitment and selection of qualified educators is a crucial first step in ensuring the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. This madrasah must

ensure that only the best teachers are accepted, who have high competence, expertise, and dedication. (Achmad Krisbiyanto, 2019) Through a rigorous recruitment and selection process, madrassas can ensure that the teachers who join have the ability to meet the needs of quality Islamic education.

The development of teacher professionalism is also an important factor in improving the quality of education. Professional teachers will be able to deliver learning materials effectively, apply innovative teaching methods, and understand the needs and characteristics of students. Madrasah Tsanawiyah Khairul Falah Bekasi City must provide opportunities for its teachers to participate in training, workshops, and other self-development activities. (Anggi Mantara, 2021). By improving the competence and skills of teachers, the quality of education in this madrasah can be significantly improved. (Wahid Tahir, 2017) Performance management also plays an important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. An evaluation of teacher performance in an orderly and objective manner will provide an overview of the quality of the teaching delivered. (Tulipri et al., 2020).

Through good performance management, madrassas can provide constructive feedback to teachers, identify development needs, and provide the necessary support to improve their performance. This will have a positive impact on the quality of learning and student achievement. In addition, effective internal communication is also an important factor in improving the quality of education. Good communication between madrasah leaders, teachers, and staff will facilitate harmonious cooperation in achieving the educational goals that have been set. (Ifnaldi, 2020) Open and transparent communication will allow for mutual understanding, exchange of relevant information, and informed decision-making. Thus, madrassas can respond to educational changes and challenges more effectively.

Through this study, it is hoped that the extent of the role of human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul Falah Bekasi City The results of this study are expected to make a positive contribution to the development of education in this madrasah and provide recommendations that can be implemented to improve the role of human resource

management in improving the quality of education in other madrasahs. A literature study method used to collect relevant data and information from related articles, books, and documents. The collected data will be analyzed systematically to gain a deep understanding of the role of human resource management in improving the quality of education in Madrasahs. With this research, it is hoped that it will provide broader insight and a better understanding of the importance of the role of human resource management in improving the quality of education in madrasahs. The results of this research are expected to contribute to the development of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City and can be a reference for other madrasahs to improve the quality of education through effective human resource management.

The method used in this study is a literature study as an approach to collect relevant data and information related to the role of human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. Literature study involves the analysis of articles, books, and related documents that have been published previously. The initial stage in this literature study method is to search for sources that are relevant and related to the research topic. The search was conducted through academic databases, scientific journals, digital libraries, and other related sources. (Wahyudin, 2017) The criteria for selecting the sources used are relevance to the research topic, the quality of published research, and the actuality of the information. Once the relevant sources have been gathered, the next stage is to read and critically analyze the content of the articles, books, and documents. Relevant and important data related to the role of human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City were obtained from this analysis. During the literature review process, the collected data is systematically analyzed and arranged in the form of related paragraphs or subtopics. Relevant information and findings from relevant sources were obtained to support the arguments and objectives of this study. In-depth and critical analysis is carried out to understand the concepts and theories related to the role of human resource management in the context of improving the quality of education in madrasahs (M Pitoi, 2014). The results of this literature study will be the basis for research and support discussions on the role of

human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. The information obtained from this literature study will provide a strong theoretical foundation and an in-depth understanding of the factors that affect the role of human resource management in the context of education in madrasahs. Using the literature study method, this study aims to provide a comprehensive understanding and in-depth information about the role of human resource management in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City.

DISCUSSION

The role of human resource management (HRDM) plays a very important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. (Endang Sri Budi Herawati and others, 2020) Human resources involves the process of managing, developing, and utilizing the potential of human resources in educational organizations to improve performance and productivity. In the context of education in madrasahs, the effectiveness of MSDM can have a direct impact on the quality of learning, student achievement, and the development of teacher professionalism.

The recruitment and selection of qualified educators is a crucial first step in ensuring the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. These madrasahs must implement a rigorous and selective recruitment process to ensure that only the best teachers are accepted, who have high competence, expertise, and dedication. (Nur Rahmi Sonia, 2020) In this context, quality human resources refer to teachers who have a good understanding of Islamic education, adequate mastery of the material, effective teaching skills, and a strong professional attitude. Through rigorous recruitment and selection, madrasahs can ensure that the teachers who join have the skills that are in accordance with the needs of quality Islamic education. In addition to recruitment and selection, the development of teacher professionalism is also an important factor in improving the quality of education (Mashuri Toha and Parisi Parisi, 2020). Professional teachers will be able to deliver learning materials effectively, apply innovative teaching methods, and understand the needs and characteristics of students. Madrasah Tsanawiyah Khairul

Falah Bekasi City must provide opportunities for its teachers to participate in training, *workshops*, and other self-development activities. By improving the competence and skills of teachers, the quality of education in this madrasah can be significantly improved. (N Nurjanah, 2021) Teachers who continue to develop themselves and participate in professional development activities will have broader insights, more in-depth knowledge, and updated skills, which in turn will improve the quality of teaching and learning in madrassas.

Performance management also plays an important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. Regular and objective evaluation of teacher performance will provide an overview of the quality of teaching delivered. (Halimatus Sa'diyah, 2018) Through good performance management, madrassas can provide constructive feedback to teachers, identify development needs, and provide the necessary support to improve their performance. An objective and fair performance evaluation will help teachers identify their strengths and weaknesses in teaching and develop appropriate improvement plans. In addition, effective performance management also involves setting clear goals, regular monitoring, and recognition of good performance. With good performance management, madrasahs can create a dynamic, motivated, and oriented work culture to improve the quality of education. Effective internal communication is also an important factor in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. Good communication between madrasah leaders, teachers, and staff will facilitate harmonious cooperation in achieving the educational goals that have been set. Open and transparent communication will allow for efficient exchange of information, mutual understanding, and informed decision-making. (Aji Al-Falah, Supiah, and Said Subhan Posangi, 2019). In the context of human resource management, effective communication also involves an open communication process between leaders and teachers in terms of goal setting, performance feedback, career development, and recognition of good achievements. Through good internal communication, madrassas can create a conducive, mutually supportive work climate, and focus on improving the quality of education.

In the context of improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City, the role of human resource management also depends on the existence of clear policies and procedures and adequate support from the madrasah management. (Saeful Anwar and Muhammadun, 2020) Policies related to human resource development must be well-designed and structured, including recruitment policies, professionalism development, and performance management. In addition, adequate support from madrasah leaders in terms of facilities, facilities, and the necessary budget will also contribute to the role of human resource management in improving the quality of education. Therefore, the role of human resource management has a very important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. Through strict teacher recruitment and selection, professional development, good performance management, effective internal communication, and adequate policies and support, this madrasah can improve the quality of education organized. By applying the principles of effective human resource management, Madrasah Tsanawiyah Khairul Falah Bekasi City can become a superior educational institution in providing quality Islamic education in Bekasi City (Masum Billah and Rezaull Karim, 2021).

In order to increase the role of human resource management (HRDM) in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City, there are several strategies and steps that can be implemented.

- 1) it is necessary to analyze human resource needs.

This analysis involves identifying the competencies needed by madrasahs in achieving the educational goals that have been set. (Armansyah Fudin, 2019). By understanding the specific needs of human resources, madrasahs can design appropriate professionalism development programs, both through internal and external training, and ensure that the recruitment of new teachers is carried out based on appropriate qualifications. Second, it is important to establish an effective performance appraisal system. (Stuart O'Neill, 2016). This system must involve an objective assessment, based on performance indicators that are clear and relevant to the goals of madrasah education. In addition, performance evaluations should be conducted

regularly and periodically, providing constructive feedback to teachers. This will help teachers to continuously improve and develop the quality of their teaching.

- 2) It is necessary to develop a comprehensive professionalism development program.

The program can include a variety of activities, such as training, workshops, and comparative studies to madrasahs or other educational institutions that have best practices. (Jamiludin Usman, 2016) Teachers also need to be encouraged to continue to improve their competence through independent learning, participation in conferences or seminars, as well as reading education-related literature. Madrasahs can also facilitate the exchange of knowledge and experience between teachers in the form of working groups or learning communities.

- 3) Additionally, it's important to create an inclusive and collaborative work culture.

Madrasahs must encourage teamwork between teachers, staff, and madrasah leaders to achieve common goals. Open and mutually supportive communication needs to be instilled in the madrasah work environment. Madrasah leaders can facilitate regular discussion forums, team meetings, and exchange experiences to create a positive and productive work atmosphere.

- 4) No less important, it is also necessary to pay attention to the aspects of rewards and incentives for teachers who perform well.

Awards can be in the form of recognition of achievements, financial incentives, or opportunities to take on leadership roles in madrasahs. This will provide additional motivation for teachers to continue to excel and contribute optimally to improving the quality of education.

- 5) Finally, it is important to continuously monitor and evaluate the effectiveness of the human resource management strategies that have been implemented.

Continuous evaluation will help the madrasah to identify the successes and challenges faced, as well as make improvements based on the results that

have been identified so as to optimize the results to be achieved.

CONCLUSION

Based on the discussion above, it can be concluded that the role of human resource management (HRDM) has a very important role in improving the quality of education at Madrasah Tsanawiyah Khairul Falah, Bekasi City. The implementation of effective MSDM strategies, such as recruitment and selection of qualified teachers, professional development, good performance management, effective internal communication, and adequate policies and support, will contribute significantly to improving the quality of education provided. By adopting this approach, Madrasah Tsanawiyah Khairul Falah Bekasi City can become a superior educational institution in providing quality Islamic education, improving teacher performance, and creating a conducive work environment for improving the quality of education. In the long term, the efforts made will have a positive impact on student achievement and the image of madrasah as a competent educational institution committed to the quality of education.

REFERENCES

- Ade wahyu, Ade wahyu, Jumira Jumira, and Ifnaldi Ifnaldi, 'Manajemen Mutu Kepala Sekolah Dalam Meningkatkan Mutu Tendik SD Muhammadiyah 05 Rejang Lebong', *Al-Madrasah: Jurnal Pendidikan Madrasah Ibtidaiyah*, 6.4(2022), 1472–83, <<https://doi.org/10.35931/am.v6i4.1406>>
- Al-Falah, Aji, Supiah Supiah, and Said Subhan Posangi, 'Pengelolaan Madrasah Dalam Meningkatkan Mutu Pendidikan Di Madrasah Aliyah Muhammadiyah Kota Gorontalo', *Tadbir: Jurnal Manajemen Pendidikan Islam*, 7.1(2019), 37–44, <<https://doi.org/10.30603/tjmpi.v7i1.1055>>
- Anwar, Saeful, and Muhammadun Muhammadun, 'Manajemen Sumber Daya Manusia Dalam Peningkatan Mutu Pendidikan Di Sdit Ibnu Khaldun Sedong', *Syntax Literate: Jurnal Ilmiah Indonesia*, 5.9 (2020), 929–40
- Arief, Mohammad, 'Manajemen Sumber Daya Manusia Dalam Meningkatkan Mutu Pendidikan (Studi Kasus Di SD Insan Amanah Malang)', *Al-Madrasah: Jurnal Pendidikan Madrasah Ibtidaiyah*, 6.1 (2021), 1–13, <<https://doi.org/10.35931/am.v6i1.709>>
- Arif S, Mahmudah U. Project-based learning Innovating Practical Skill Development for Madrasah Ibtidaiyah Students. In *Proceeding of Annual*

International Conference on Islamic Education and Language (AICIEL) 2023
Nov 30 (pp. 511-519).

Billah, Masum, and Rezaull Karim, 'Implementation of Total Quality Management In Education', *International Journal of Scientific and Research Publications (IJSRP)*, 11.2(2021), 259–67
<<https://doi.org/10.29322/ijssrp.11.02.2021.p11031>>

Fudin, Armansyah, 'Strategi Pengembangan Manajemen Sumber Daya Manusia Bagi Generasi Millennial', *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam*, 4.2(2019), 169–85
<<https://doi.org/10.31538/ndh.v4i2.342>>

Hengki Primayana, Kadek, 'Manajemen Sumber Daya Manusia Dalam Peningkatan Mutu Pendidikan Di Perguruan Tinggi', *Jurnal Penjaminan Mutu*, 1.2 (2016), 7 <<https://doi.org/10.25078/jpm.v1i2.45>>

Ikhsan K, Mahmudah U. Implementation of Content Differentiation Learning on the Learning Interest of Fourth-Grade Students at Madrasah Ibtidaiyah Salafiyah Duwet, Pekalongan. In *Proceeding of Annual International Conference on Islamic Education and Language (AICIEL) 2023 Nov 30* (pp. 436-440).

Krisbiyanto, Achmad, 'Efektifitas Kepemimpinan Kepala Madrasah Terhadap Mutu Pendidikan MTsN 2 Mojokerto', *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam*, 4.1(2019), 52–69
<<https://doi.org/10.31538/ndh.v4i1.182>>

Mantara, Anggi, Jumira Warlizasusi, and Ifnaldi, 'Pengembangan Kompetensi Dan Motivasi Guru Dalam Meningkatkan Mutu Pembelajaran Di SMA Negeri 4 Rejang Lebong', *Al-Idarah: Jurnal Kependidikan Islam*, 11.2 (2021), 181–91

Nurjanah, N, 'Peran Manajemen Sumber Daya Manusia Pendidikan Dalam Peningkatan Mutu Sekolah', *Jurnal Al ...*, 2021, 43–68

Parlina, Feti Iin, Jumira Warlizasusi, and Ifnaldi Ifnaldi, 'Manajemen Tenaga Pendidik Dalam Meningkatkan Manajemen Mutu Madrasah Di MI 04 Rejang Lebong', *Al-Madrasah: Jurnal Pendidikan Madrasah Ibtidaiyah*, 6.4 (2022), 1291 <<https://doi.org/10.35931/am.v6i4.1229>>

Pitoy, M M, 'Sianida: Klasifikasi, Toksisitas, Degradasi, Analisis (Studi Pustaka)', *JURNAL MIPA UNSRAT ONLINE*, 4.1 (2014), 1–4