

## HUMAN RESOURCE DEVELOPMENT STRATEGY IN ISLAMIC EDUCATIONAL INSTITUTIONS

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Article Info	ABSTRACT
<p><b>Article history:</b>            Received Sep 22, 2024            Revised Sep 25, 2024            Accepted Sep 29, 2024</p> <p><b>Keywords:</b>            Management,            Human            Resources,            Islamic            Education            Institution</p>	<p><b>General Background:</b> Human Resources (HR) are vital for the sustainability of educational institutions, serving as a critical factor in achieving educational goals. <b>Specific Background:</b> With the rapid changes in society and values, the need for high-quality HR has become increasingly pronounced, particularly in Islamic education where the teachings of Islam guide human development. <b>Knowledge Gap:</b> Research on effective management practices in education that align with Islamic principles, especially in the continuous development of educators, is limited. <b>Aims:</b> This study aims to explore the significance of effective human resource management in enhancing the quality of education in Islamic institutions, focusing on the development of educators and their adherence to Islamic values. <b>Results:</b> Through qualitative descriptive research involving interviews, observations, and documentation, findings reveal that robust HR management practices significantly improve educators' competencies, which in turn positively influence student outcomes and institutional effectiveness. <b>Novelty:</b> This research contributes new insights into the intersection of HR management and Islamic educational values, emphasizing the necessity for educators to adapt to contemporary challenges while remaining grounded in Islamic teachings. <b>Implications:</b> The findings underscore the importance of ongoing professional development for educators, suggesting that institutions prioritize HR strategies that foster alignment with Islamic principles to ensure sustainable educational success. The study also highlights the need for further exploration into the long-term impacts of these HR initiatives on student performance and the overall educational landscape in various Islamic contexts.</p>

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## INTRODUCTION

In the world of education, Human Resource Management is very important. For educational institutions, human resource management is a form of the institution itself to improve the quality and quality that will be formed among the community or among potential customers of educational services. What is meant by Human Resources in educational institutions is a group of people who work together as a team for the realization of the success of educational institutions.

Human Resource Management or what we often call HR Management is an effort to manage and utilize human individuals or employees in optimizing the work they carry out optimally. In another definition, human resource management is also defined as the management of policies from the practices needed by an individual to carry out tasks that include human resources themselves which include recruitment, selection or screening rounds, training, salary and assessment.

In other words, an institution must have a section that concentrates on improving human resources in the institution. So that human resources have an equally important role than other managerial elements. Developing human resources in an institution is not an easy thing because each individual has various traits, abilities and even characteristics.

The development of human resources in educational institutions aims to improve the performance of teachers, upgrade the ability of employees and ICT in solving a problem that exists in the educational institution. In addition, human resource management also has an impact on increasing the promotion or marketing of the educational institution. The progress of an Islamic educational institution also depends on the planning and management of existing human resources.

The most important human resource in an educational institution is teachers, because teachers are not just educators. Teachers are the main figures in the implementation of the educational process. A teacher is someone who is admired and imitated, the glory of the teacher is needed in forming a special figure in the eyes of students. The success of a student lies in the teacher who teaches and educates him.

Even though the curriculum has been compiled and designed as best as possible, the success or failure of a student depends on a teacher in carrying out his duties. Teachers must hold the mandate of every learning process and activity carried out in the classroom and outside the classroom. Teachers' creativity will be formed by creating a harmonious environment, cohesiveness with each stakeholder and even the welfare received by teachers.

The problem points that exist in human resource management in Islamic educational institutions are often encountered in the aspect of the slow response of educators and education personnel to technology and the renewal of knowledge that continues to develop in every era. This often results in the curriculum presented not in accordance with the aspects that students need today.

In addition, there are still obstacles for educators in improving the quality of learning both in terms of teaching materials or learning methods. The low professionalism of teachers to students so that there is no good manners formed between teachers and students, the giving of grades and policies given to each student is different.

In following up to these challenges, an effective and comprehensive strategy is needed in managing human resources in Islamic educational institutions by not abandoning the values and norms of Islam. Because we often encounter Islamic educational institutions, but not all of the stakeholders do not master the Islamic religion both in terms of Aqidah, Worship, Islamic Laws and the rules and regulations contained in it.

In carrying out the task of provincialization, teachers or educators are expected to have intellect and a good understanding of every update of material, methods and communication styles that will be channeled to students. Teachers are also expected to be able to nurture all students with faith and compassion, not only in themselves but what is very important is to develop students' potential personally and socially.

Furthermore, many Islamic educational institutions do not apply what Islam applies and writes in the Quran and Al-Hadith. The strategy of increasing human resources in Islamic educational institutions must also involve other aspects, namely the development of relevant curriculum and the use of technology with the standardization of Islamic religious law.

This effort must also adjust to the needs of each Islamic educational institution, by not leaving the identity and values of Islam which are the main foundation of an Islamic education. In improving human resources in educational institutions, it is necessary to carry out periodic and structural coaching on the skills and skills of all educators and education personnel, especially teachers because teachers are the most important resource in their role in educational institutions.

The role of teachers is not only to design and design learning, but teachers are also expected to be motivators, demonstrators, mediators, facilitators and also evaluators for their students. Teachers are the only human resources in educational institutions to carry out educational reform innovations. Therefore, human resource management is very important in forming a good Islamic education, with character, noble character and a leader mentality.

In improving quality and useful human resource management, leaders and all their components must always strive to develop the potential of each part both in terms of personnel and official aspects of the institution. Activities that can improve the quality of the self-potential of education and education personnel such as participating in training, seminars, workshops, symposiums, or visits to other institutions.

The training and education process that will be assigned to educators should run continuously and continuously. The training should be applied to every level and position held in the institution. If the quality of educators increases, the quality of education in Islamic educational institutions will increase.

Like the previous research contained in a journal written by Lutfi Zulkarnain with the title Human Resource Management in Islamic Educational Institutions, the findings of the study are that there is still a lack of awareness of educators in updating their knowledge and intellect along with the development of the times. The research was conducted in order to provide information to the public that the implementation of human resource management in Islamic educational institutions in particular is very important.

The obstacle that occurs in society is the culture of the ancient educational mindset

where the system that relies only on the provisions of the new order government so that the education system that takes place is less innovative and creative. The number of people who do not understand new educational innovations has an impact on the delay in educational progress that occurs among the community itself.

## METHODS

This research is a qualitative descriptive research. The data collection process was carried out by interview, observation and documentation techniques. The researcher is the main instrument in this research. Meanwhile, data analysis with data reduction techniques, data presentation and then conclusion drawing or data verification. Qualitative descriptive research methods are a type of research design that can be used to research natural objects instead of experimental research. Descriptive comes from the word descriptive which means the researcher describes the research process based on the research that has been carried out without drawing conclusions based on numbers.

Qualitative Descriptive Research is a research presented in a descriptive method by drawing specific conclusions based on field conditions, not based on statistical calculations, this research only makes general conclusions. In other words, all studies that only describe or generate from the field data and facts found in the research are called qualitative descriptive research

## RESULTS AND DISCUSSION

Human resources in educational institutions are a process of planning, developing, directing, improving the quality of individual educators and education personnel to achieve a predetermined managerial goal. The main responsibility of the human resource management division in an educational institution is as a human resource planner in the institution, recruiting and selecting educators who will join the institution, providing training and evaluating the performance of existing educators, providing allowances for promotions and dismissal of employees.

Some of the efforts to improve the quality of human resources in Islamic educational institutions are by holding and improving the development of teachers, especially religious mapel teachers from the senior and junior teacher levels, strengthening the development of students from the religious aspects of both faith and devotion to Allah SWT. Islamic religious education plays an active role in the emergence of science and technology at the beginning of the glory days of Islam, so we should take care of it and develop it so that it is not fragile and destroyed buried by the times.

As has been enshrined in the verse of Allah in the Qur'an, that humans were created to be caliphs on earth with the intention that humans can make changes and develop the Islamic religion for the better, not the other way around. In order to be able to achieve the caliphate, a very long process is needed, an educational process is needed in accordance with Islamic religious law from an early age, even from the cradle to the cradle.

The quality of human resources is related to several aspects, including mental aspects, abilities, intellectuals, attitudes and behaviors. All of these aspects are the potential

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that every individual has. Civil human resources are human beings who are always principled and behave in accordance with the religion of Islam. Likewise, the ideal Islamic education system must be driven and fully focused on the basic values of the Qur'an Hadith.

In Islamic religious education institutions, normative values of Islamic education must be instilled which consist of three pillars, namely faith education or aqidah education, such as instilling faith in Allah, angels of the apostles, books, the last day, qada and qadar. The next pillar is moral education such as instilling good ethics such as maintaining personal and environmental hygiene, humility and manners. The third pillar is behavioral education in social interactions, whether related to worship to Allah or joining fellow humans.

In the perspective of Islamic religious education, teachers are also called murobbi, muallim, muaddib, mudarris and mursyid who have different roles and positions. Murabbi stands as a guide and guide for students to grow into skilled individuals so that they can be empowered and useful to society. Muallim stands as a teacher who channels his knowledge and is able to convey his knowledge to his students. Muaddib stands as a figure who provides examples, moral and spiritual examples to students so that they can grow in the person of each good manners.

Meanwhile, mudarris is someone who has a lot of knowledge that is developed continuously, participating in educating the nation's children according to the talents and potentials of each student. And the last is the teacher as a mursyid, which is an example for students because of their polite and polite attitude.

The main task of educators, according to Imam Al-Ghazali, is to perfect and purify the human heart to get closer to Allah SWT. Because the essence of the purpose of Islamic education is to get closer to the Creator, if educators have not been able to familiarize themselves with students in their faith and worship, then it can be said that the teacher has failed in carrying out his duties even though the students have achieved soaring academic achievements. This is because of the existence and importance of the relationship between knowledge, adan and morality. In Islamic education in this era of globalization, human resource management is one of the most important things and is one of the aspects that needs attention.

## CONCLUSION

**Fundamental findings** indicate that effective human resource management is essential for enhancing the quality of education in Islamic institutions, primarily through the continuous development of educators and their alignment with Islamic values. **The implications** of this study suggest that improving educators' competencies not only fosters better student outcomes but also reinforces the institution's role in promoting Islamic teachings in a modern context. **However, limitations** include potential biases in qualitative data collection and the focus on specific educational settings, which may not be generalizable to all Islamic educational institutions. **Future research** should explore the long-term effects of targeted human resource initiatives on student performance and the overall educational environment in various contexts.

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