



HUMAN RESOURCE MANAGEMENT IN ISLAMIC EDUCATION

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ABSTRACT:

Human resource management is an important element in optimizing the operations of educational institutions. Every educational institution requires good management, including management of curriculum, facilities, learning, finance, and especially human resource management. The aim of this research is to explore the concept of developing human resource management and the stages in the process of developing human resource management in educational institutions. This research uses library research methods. HR development, performance appraisal and compensation have an important role in human resource management, and approaches that are in accordance with moral and religious principles can improve the quality and motivation of employees in achieving organizational goals.

Keywords: Human Resources, Management, Education

INTRODUCTION

Islamic education has played a very important role in shaping the character and morals of Muslim individuals, as well as being the main pillar in the development of Muslim society and communities globally (Tantowi, 2022). In the midst of increasingly complex dynamics, human resource (HR) management in the context of Islamic education is the key to success in achieving

quality education goals (Darmansyah & Us, 2022). This not only covers teaching and curriculum aspects, but is also closely related to the management of teaching staff, professional development, and alignment with Islamic principles.

Human resource management is an important element in optimizing the operations of educational institutions (Akilah, 2018). Every educational institution

requires good management, including management of curriculum, facilities, learning, finance, and especially human resource management (Ekawati, 2018). In an era of ever-developing technology, managing human resources has become a complex challenge for educational institutions. To remain relevant in the era of globalization, educational institutions must invest in developing the competencies of their human resources (Muttaqien et al., 2023).

Management and development of human resources is a complex task because individuals have varying levels of ability (Riniwati, 2016). Therefore, cooperation from various parties is needed to carry out human resource development well. In order to contribute to achieving the vision, mission and goals of educational institutions, human resource management must be carried out sustainably (Primayana, 2015).

In the Qur'an, humans are recognized as special creatures with high qualities, creativity and extraordinary productivity. This holy book uses a number of terms that emphasize the important role of humans in creation: 1) Humans are considered as caliphs on earth, which means they are responsible for protecting and managing the environment and natural resources. 2) They are also seen as superior creatures, having a special position in creation. 3) Apart from that, humans are said to be heirs to the earth's wealth, with the responsibility to protect and manage these natural resources.

The role of humans as conquerors of natural resources is emphasized, showing

their ability to control and utilize natural resources wisely (Duryat, 2021). Not only that, humans are given a mandate, namely the responsibility to carry out the duties and mandate given by God. Over a long history, humans have succeeded in combining natural resources, human resources, and technology to improve the quality of life and create diverse cultures that continue to develop (Noor, 2018).

Islamic education in the early stages of its development has its own advantages because of its comprehensive approach (Nata, 2018). This approach aims to encourage students to develop their potential to the maximum. The goals of Islamic education are divided into two, namely religious goals and world goals. New approaches to achieving world goals have emphasized the importance of developing skills throughout life. These two goals can only be achieved if the education system runs efficiently and in balance (Qolbi & Hamami, 2021).

In developing human resource management, there are a series of main goals that are very important: First, these goals include efforts to improve the performance of human resources so that they are able to provide better work results. Furthermore, focus is also given to developing and improving individual competencies, so that they have abilities that are superior and relevant to job demands. Not only that, there is a goal to advance capabilities in the use of Information and Communication Technology (ICT), which is an important aspect in the

current scope of work. Apart from that, human resource management must also be able to find solutions to overcome problems that may arise during the work process (Suprihanto & Putri, 2021). Finally, another goal is to provide promotional opportunities to individuals who achieve extraordinary achievements. All of these goals serve as a guide in developing human resources, with the ultimate goal being to improve the quality of education in Islamic educational institutions.

The progress of an Islamic educational institution is very dependent on efficient planning and management (Zen, 2016). Therefore, Islamic educational institutions must have competent human resources to ensure that the educational process runs effectively, so that the institution's goals can be achieved more easily. Educational institutions have an important role in preparing a superior generation as a contribution to advancing the nation (Elitasari, 2022). However, in reality, Islamic educational institutions are still experiencing delays in several aspects when compared to general educational institutions, this can be seen from data from the National Accreditation Body.

In previous research conducted by (Hijrawan, 2019) regarding the development of human resource management based on Total Quality Management (TQM), it was found that in implementing TQM, changes in manager behavior and focus on goals are required. The problems that arise are arrogant attitudes, lack of focus, underestimating the potential of

subordinates, and measuring quality by considering cost aspects.

The results of research conducted by (Akilah, 2019) regarding the role of human resources highlight the importance of understanding required by all levels of management, including in the context of educational management. Humans still have a major role in the success of an association or organization. In educational institutions, human resources are a very crucial element because they are the first and main component in the management process, before other aspects can be considered. Therefore, human resource management plays a very vital role in managing and achieving organizational goals, especially in the context of educational institutions. The importance of effective management of human resources is to ensure that they function in accordance with their roles and responsibilities in carrying out their duties and achieving the goals of the institution or organization they represent.

This article aims to explore the concept of developing human resource management as well as the stages in the process of developing human resource management in educational institutions.

RESEARCH METHODS

This paper uses library research methods. Library research involves a series of actions that include collecting data from library sources by reading, recording, and interpreting information into research data. This method relies on literature as the main data source. In this paper, the author uses

data collection techniques that involve identifying sources through online articles and journals, as well as sources related to the development of human resource management such as notes, books, magazines and online media. The research stages carried out include collecting research materials, reading literature, taking notes, and processing information from reading into research data.

RESULTS AND DISCUSSION

a. HR Development

According to (Hasibuan & Rahayu, 2014), development is an effort to improve the technical, theoretical, conceptual and moral abilities of employees in accordance with the requirements of the position they hold. The main aim of development is to increase work productivity. The basis of development is the awareness that an employee needs to continuously develop their knowledge, skills and abilities in order to be able to carry out their duties and responsibilities well throughout their career. The long-term career preparation process for an employee, including the various positions that may be held, is the core of the concept of human resource development.

One form of development program involves education and training programs. According to Smith, training is a planned process to change attitudes, knowledge and skills through learning experiences, with the aim of achieving effective performance in an activity or

series of activities. In other words, training is a structured effort to modify an individual's attitudes, knowledge and skills through learning experiences in order to achieve effective performance in various activities. Education and training programs focus on increasing employee competency, which includes skills that can provide immediate benefits to the organization. The benefits of education and training programs can generally be felt immediately after employees return to their duties. In the Islamic context, there is a drive to develop human resources through training for employees with the aim of increasing their competency and technical abilities in carrying out their work duties. According to Cecep Darmawan, human resource development implemented by Rasulullah can be categorized into four types of methods:

1. Recitation method, which aims to encourage employees to read the Koran regularly as a psychological development effort to increase personal piety.
2. Taklim Method, which focuses on teaching employees about work ethic, socialization of values, theories, tips for success, productivity, rules, vision, institutional mission, and employee duties/obligations. The goal is to improve performance and remind true work motivation.
3. Tazkiyyah method, which involves training to change behavior and

performance that needs to be improved.

4. Wisdom Method, namely the ability to extract hidden lessons or philosophical knowledge from a particular event or experience (Gustiawan & Fahrana, 2009).

b. Performance assessment

According to (Mondy et al., 1993), performance appraisal is an official system that is used periodically to evaluate individual performance in carrying out their duties. Furthermore, Cascio explained that "Performance Appraisal is the Systematic Description of individual or group job-relevant strengths and weaknesses. Although technical problems and human problems, such as supervisory resistance and interpersonal barriers, may pose challenges in the performance appraisal process, they are not insurmountable" (Performance appraisal is a systematic description of the strengths and weaknesses relevant to the work of an individual or group. Although technical problems and human problems, such as superior resistance and interpersonal barriers, may hinder the performance appraisal process, they can be overcome).

The scope of performance assessment includes 6 aspects, which are often abbreviated in management as 5W+1H, namely: what, why, where, when, who, and how. "What is assessed (What)" includes the behavior and work performance of employees or employees, such as loyalty, honesty, cooperation,

leadership, loyalty, and so on. The reasons for conducting a performance assessment (Why) involve the basis and objectives behind carrying out the assessment. Place of assessment (Where) involves the location where job performance assessments can be carried out, either inside the job (on the job performance) or outside the job (off the job performance), both formally and informally. When the assessment is carried out (When) can be periodic, such as quarterly, quarterly, semi-annually, or annually, or continuous. The people assessed (Who) are all officers or employees who carry out work or tasks in the organization, with the main assessor being the direct superior of each officer or employee. How to carry out an assessment (How) includes the methods used by appraisers in assessing employee or employee performance.

c. Compensation

Compensation is an award or reward given to employees by an organization as a result of their productive contributions and better performance. According to Ulfatin and Triwiyanto, this compensation is based on productive performance in the organization (Ulfatin & Triwiyanto, 2016). The compensation system in an organization must be managed well. The objectives of a good compensation system include rewarding work performance, ensuring fairness, retaining employees, getting quality employees,

controlling costs, and complying with regulations (Sedarmayanti & Pd, 2001).

Providing large compensation to employees has the implication that the organization will utilize its workforce as efficiently as possible. This will provide maximum benefits and profits for the organization, and employee productivity is very important in this case.

In Islam, the concept of compensation is seen in a moral context, while in the West, the focus is more on the needs of the company. Compensation in Islam is not only material or worldly, but also has the dimension of the afterlife (reward).

Compensation or reward in the framework of Islamic thought focuses on two aspects, namely aspects of the world and the afterlife. However, what is most essential is that the emphasis on the afterlife has a higher priority compared to focusing on aspects of worldly life, especially in a material context. Allah commands us to work, and He will reward us according to our actions. The motivation and intention to work must be pure, because if the motivation to work is not correct, Allah will give you punishment or punishment. On the other hand, if the motivation is pure and true, Allah will reward us better than the results of our work.

CONCLUSION

Human resource (HR) development is an important effort in organizations to improve employee performance and

productivity. This is done through various education and training programs aimed at increasing employee competency. The concept of HR development in Islam emphasizes moral values and correct motivation at work. Performance appraisal is a formal system used to evaluate individual performance in carrying out their duties. In Islam, performance appraisal has also been explained in the Koran, emphasizing that Allah and other people will see the results of our work and we will be held accountable.

Compensation or rewards given to employees based on their productive contributions is an important aspect in motivating the workforce. In Islam, compensation has both worldly and hereafter dimensions, with greater emphasis on the afterlife. Motivation and intentions in work must be pure, and this has an impact on the rewards received in this world and the hereafter.

Overall, HR development, performance appraisal and compensation have an important role in human resource management, and approaches that are in accordance with moral and religious principles can improve the quality and motivation of employees in achieving organizational goals.

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