

# Human Resources Strategy Management in Improving the Quality of Education at Bogor Islamic High School

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**Abstract.** This study wanted to know the strategy for improving the quality of education at STAI Al-Hidayah Bogor. Factors encouraging and impeding the improvement of education quality. This research method employs a qualitative descriptive approach. Using observation, interviews, and documentation studies for data collection. Data analysis techniques, including data reduction, data presentation, and data verification. Results: (1). Program planning strategy, then organize it systematically and implement programs that have been designed (2). The supporting factor in improving the quality of education is the availability of human resources who have met the required educational qualifications. Good cooperation with local government, adequate facilities, and infrastructure. (3). The inhibiting factors are the lack of human resources, the lack of a financing budget, and slow communication and information. Efforts to overcome the obstacles faced in improving the quality of education, namely by implementing effective strategy evaluation, providing excellent service, and building good cooperation with related parties. The strategic process of improving the quality of education has not yet been fully achieved, in the process of improving the quality of education.

**Keywords:** strategic management; human resources; quality of education

## 1 Introduction

The development of the quality of human resources as a civilizing process is carried out through good planning in an organization [1]. Human resource planning, the main topic of discussion, refers to the measures taken by upper management to guarantee the availability of qualified workers to fill open positions within the company and to carry out the tasks necessary to reach current and future goals.

Institutions of higher learning have a responsibility to promote quality in their operations, and this goal can be attained through the delivery of high-quality instruction. A high-quality educational product is one that is manufactured in a standard-compliant, straightforward manner [2]. That's why it's crucial that the product serves its intended function well. Every part of the educational system's

effectiveness in reaching its objectives contributes to what is commonly referred to as "educational quality." When all higher education policymakers work together to enhance the system as a whole, the results will be noticeable in students' learning experiences. Thus, it is clear that leaders in higher education play a crucial role in enhancing the caliber of instruction provided by their respective institutions.

Management in practice is needed when people work together with others to achieve a goal. The development of management has resulted in the increasingly complex task of managing the organization because people in the organization have different potentials and behaviors [3]. The development of this management poses challenges and problems, for example to the leader as a driver and motivator of job executors because the success of the organization is determined by the success of the leaders or managers in achieving the goals of the organization, because leading is a must for every human being, In improving the quality of education in higher education, the most important human resource management is the education staff, by having competent educators it will be able to make a very useful contribution to the sustainability/progress of a higher education institution.

The quality of education can also be seen through the lecturers carrying out their duties as educators, lecturers, and supervisors according to the fields that have been determined in the local and national context. The input and process at a university are also crucial in determining the quality of education. Management in the broadest sense, human resource management is the process of maximizing the potential of a university's faculty, staff, and students to advance the field of higher learning and to carry out the institution's stated goals and objectives. Regarding the significance of HRM To enhance the standard of instruction [4]. Namely as follows: "Human resource management is a factor that will determine the performance of the organization, the accuracy of the use and development of human resources and integrate them into a single movement and direction of the organization in achieving its goals".

Human resource management functions include "planning, organizing, directing, controlling, procuring, developing, compensating, integrating, maintaining, disciplining, and dismissing". In the planning process, the steps in human resource planning begin by considering operational objectives and strategies. Then must be carried out both external and internal assessments of the needs and sources of supply of human resources and develop forecasted [5]. The implementation process requires a process of monitoring, evaluating, and reporting plans for the goals that have been set for action for further improvement. Workforce technical, theoretical, conceptual, and moral abilities should be improved by education and training in accordance with job/position requirements. 10 This is crucial in order to raise the bar of education to the benefit of the pupils.

Management science includes a subfield called human resource management, which is concerned with controlling how people are used in businesses. Several human resource management experts provide diverse views on human resource management as stated [6]. The quality of the synergy between human resources and the organization's goals is a direct result of the management decisions made on the nature of the relationships between employees. Human resource management entails recruiting, hiring, training, and compensating workers while also addressing their needs in terms of positive working conditions, health and safety, and fair treatment under the law.

## 2 Methodology

This research uses a quantitative approach, finishing with numbers and statistics [7]. By using purposive sampling, namely sampling the data source. The subject of this research is the Head of STAI Alhidayah Bogor. Lecturers, Academic Staff, Foundation Management, and several students deemed necessary and involved directly or indirectly in human resource management.

### Data Collection Techniques

- a. Observation. Namely as systematic observation and recording of the symptoms that occur in the object of research [8]. The technique that the researcher uses is non-participant observation, where the researcher is outside the research subject
- b. The purpose of the interview is to verify or double-check the information that has already been gathered. In-depth interviews, where information is gathered through question and answer with informants, are a common method of data collection in qualitative research.
- c. Documentation is a technique of obtaining data from existing documents on written objects such as books, photos, meeting notes, and so on.

## 3 Results and Discussion

### a. Description of STAI Alhidayah Bogor's Vision Research

To become an Islamic higher education institution that excels in the fields of faith and piety and science and technology and is shariah in the provision of education and teaching, research, and community service [9]. To become a hub for the advancement of science, technology, and art that is distinctively Islamic, and to serve as a driving force for community progress by 2025; to produce graduates with a strong faith, spiritual depth, noble character, breadth of knowledge, and professional maturity; to achieve these goals.

### b. Mission of STAI Al Hidayah Bogor

- 1) Establishing the STAI Al-Hidayah campus as a center for the development of knowledge, technology, and art that are characterized by Islam, and serving as the driving force behind the progress of society through the production of graduates with strong faith, spiritual depth, nobility of character, breadth of knowledge, and professional maturity.
- 2) To become a center for the study and development of Islam that is strongly determined to realize the law of Allah for the glory of the Muslims
- 3) Participate in education and da'wah [10]. By following the ahlu sunnah wal jama'ah manhaj following the understanding of the Salafush shalih scholars
- 4) Produce Islamic scholars who are kaffah and competent and have good character
- 5) Educate students to have the knowledge and appear in the field of teacher training, education, Islamic da'wah, sharia, and ushuluddin fields, have a heart full of sincere dedication and responsibility for the future of religion, nation, and state in the context of implementing the Tri Dharma of Higher Education with values shari'ah value

### c. Strategy Management in Improving the Quality of Education

One of the most crucial aspects of raising the caliber of human resources is a plan to enhance educational opportunities, particularly at STAI Al-Hidayah Bogor. This means that universities must foster students and alums who are innovative and adaptable. Thus, it is important to properly oversee the educational aspect, so that the teaching and studying are focused on enhancing the

standard of education [11]. An absolute necessity in the functioning of a modern, interconnected global society is a system of education that produces graduates who meet societal standards with regard to their character, ethics, knowledge, and professional ability.

Education quality based on the application of SNP-derived criteria, such as content standards, process standards, graduation competency standards, standards for educators and education personnel, standards for facilities and infrastructure, management standards, financing and assessment criteria, and assessment criteria. which the chairman has elaborated on in an interview. [12]. Methodology for bettering the standard of teaching and learning. We implement a strategy to raise the standard of education so that students and faculty can work together to realize their educational objectives. Furthermore, our approach is to evaluate the degree to which the quality of education provided is founded on the three responsibilities of higher education and the institution's stated vision and mission.

**d. Strategy planning for improving the quality of education**

Planning is a process of setting and setting goals and how to achieve the goals to be achieved [13]. Simply said, planning entails carefully carrying out the steps of making decisions about multiple alternatives, such as future goals and the actions that will be taken to reach those goals, and then monitoring and assessing the outcomes of this process.

- 1) “The process of preparing a clear and transparent and participatory work plan for STAI Al-Hidayah Bogor, which involves all parties in human resource management morally and socially is one indicator of success in the strategy to improve the quality of education, demanding the responsibility of all parties involved in it. If there is a failure of the work plan in achieving educational goals, it is the shared responsibility of the people involved in the planning, implementation, and evaluation of the program
- 2) The role of the head of STAI Al-Hidayah Bogor. In planning to improve the quality of education always provide. Support and positive response to inputs given by lecturers and administrative staff [14]. In addition to the support and role of the chairperson, planning will be successful if it is supported by a partnership pattern between fellow lecturers and staff related to all activities to improve the quality of education.
- 3) Good cooperation is needed between fellow lecturers and staff so that the results we want to achieve are maximized. Can create an atmosphere of cooperation among members in carrying out plans for improving the quality of education on our campus to facilitate the achievement of educational goals that have been set
- 4) The quality of human resources is an important component in the implementation of improving the quality of education. The role of human resources is very important for progress and change in an educational institution. Because human resources affect the effectiveness and efficiency of the roles, functions, and goals of the organization”.

**e. Implementation of education quality improvement strategies.**

- 1) “To prepare students who have reliable abilities, the human resource management of STAI Al-Hidayah Bogor. Conducting selection in the process of accepting new students, is done as one of the strategies to improve the quality of education.
- 2) Holding a selection of prospective new students is a strategy that we do to improve the quality of education at STAI Al-Hidayah Bogor. So in the selection process, we apply it so that we know the abilities of prospective students

- 3) The selection process that we do in the process of accepting new students is carried out in two stages of the selection process [15]. Namely written selection and interview selection
- 4) Improving leadership The head of STAI Al-Hidayah Bogor is a person who is given the task, authority, and responsibility to manage the educational institution he leads, to collect and mobilize all potentials optimally to achieve goals. The chairman as a manager is essentially a planner, organizer, leader, and controller.
- 5) Management of education by creating a conducive learning atmosphere is a demand that must be carried out by a leader along with all existing components. The main task that must be carried out by the head of STAI Al-Hidayah is to be able to formulate various forms of policies related to the vision, mission, orientation, and strategy for implementing effective and efficient education quality improvements.
- 6) Improving facilities and infrastructure Facilities and infrastructure are the most important media in efforts to improve the quality of education. Facilities and infrastructure are everything that can be used as a tool to achieve goals”.

**f. Evaluation of education quality improvement strategies.**

In improving the quality of education at STAI Al-Hidayah Bogor, evaluation is a strategy that must be carried out by human resource management. Every work program that has been implemented must be evaluated [16]. This is intended to determine the extent to which the results have been achieved. As explained by Mr. Fahrizal in an interview as follows.

1. “Evaluation to find out the success we have achieved. From the results of the evaluation, of course, problems will arise, and how we fix the errors that arise.
2. Implementation of evaluation is a process of activities carried out to achieve a goal. Evaluation can be done individually or in groups and is carried out in an organized and planned manner. Human resource management is required to try as optimally as possible to plan, implement, manage, and evaluate performance following the tasks and functions it carries out.
3. Evaluating the results of activities at the end of the program, is done as a follow-up step towards further programs for future programs, especially those related to achieving goals in improving the quality of education at STAI Al-Hidayah Bogor, following national education standards”.

**g. Supporting and Inhibiting Factors in Improving the Quality of Education**

STAI Al-Hidayah Bogor, has been active in the world of higher education in Bogor Regency for more than 10 years [17]. During his work, many problems became obstacles to this higher education. Some things support in addition to the obstacles that block.

1. “Supporting Factors In improving the quality of education at STAI Al-Hidayah Bogor there are supporting factors. These supporting factors can make. Achievements in improving the quality of education to the maximum.
2. Availability of human resources who work as lecturers and staff [18]. Lecturers have complied with the provisions of law no. 14 of 2005 concerning teachers and lecturers, which have met the educational qualifications required by universities.
3. Establishing good cooperation with the government of Bogor Regency Good cooperation with the regional government of Bogor Regency is also a supporting factor in the process of improving the quality of education at STAI Al-Hidayah Bogor [19]. Because in this case, it can promote through alumni during the community and make it easier for them to convey educational activities.

4. Facilities and infrastructure are supporting factors in improving the quality of education. Means are anything that can be used as a tool in achieving a goal or goal”.

**h. Inhibiting Factors in Improving the Quality of Education**

STAI Al-Hidayah Bogor [20]. Of course, it cannot be separated from the inhibiting and supporting factors. The inhibiting factors in improving the quality of education are as follows:

1. “Lack of human resources. the lack of education and education personnel who are linear with the study program in the STAI environment is one of the inhibiting factors.
2. Lack of academic staff, for example, I am here as administrative staff, but I am also assigned to work on and carry out two work assignments
3. The lack of funding budget and funds obtained by STAI Al-Hidayah Bogor [21]. Become one of the next vital obstacles in the process of improving the quality of education.
4. Facilities and infrastructure are still inadequate. Facilities and infrastructure are important in improving the quality of education. Facilities in the form of a study room affect concentration in learning and teaching activities.
5. Lack of communication and information, as one of the factors that affect the quality of education, is information and communication
6. Communication was fostered by the head of STAI Al-Hidayah Bogor. Has communicated that only involves the vice chairmen and uses hierarchical communication channels, so that communication does not appear to be running effectively”.

#### **4 Conclusion**

Several conclusions may be derived from the research and discussions conducted on strategic management of human resources in increasing the quality of education, including the following:

- a. Planning to enhance educational quality. This planning is a preparation and placement for achieving the desired objectives.
- b. Improving the quality of human resources. Improving the quality of human resources is an important component in the implementation of improving the quality of education. Therefore, by increasing human resources, the process of improving the quality of education can be achieved to the maximum.
- c. Implement a student candidate selection system. To prepare prospective students who have reliable abilities, human resource management has conducted a selection of prospective students, this is done as one of the strategies for improving the quality of education at STAI Al-Hidayah Bogor.
- d. To evaluate the strategy, which is carried out by human resource management. In every program that has been carried out an evaluation is carried out, the aim is to find out how far the results have been achieved and what are the errors and how to overcome them.

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