

# Application of Human Resource Management in Improving the Quality of Education at SMA Negeri 15 Wajo Regency

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**Abstract.** The purpose of this research is to understand how the implementation of human resource management improves the quality of education at SMA Negeri 15 Wajo Regency. This research is a field research that involves direct meetings with respondents or informants. Data collection techniques used to obtain valid data include observation, interviews, and documentation taken directly from the principal, teachers, and students of SMA Negeri 15 Wajo Regency. The data analysis technique used involves data reduction, data presentation, drawing conclusions, and verification.

**Keywords:** Application Of Management, Human Resource Management, Education, Quality Of Education

## 1. Introduction

Education is an important aspect that can improve the quality of human life through the development of capabilities. Education is considered a basic need in society, and there is no time limit for continuing to learn, from birth to death. Having extensive knowledge or having a good education is one of the important needs in life. Explanations about education are always interesting because they continue to progress along with the times. Education has a very important role in this country, because the results of education are the main capital in creating human resources who have potential, creativity, uniqueness, discipline, and have proven mental strength and resilience. Education is an effort made to provide direction to students. Guidance is used as a means to change character and foster students to have a clear direction. It is important to pay attention to the components in education as a support for the learning process in order to achieve learning goals more meaningfully. [14].

The quality of manpower needed at this time cannot be realized instantly, but through a process involving educational planning that aims to prepare for the development of quality Human Resources in accordance with social changes. In other words, quality Human Resources requires effective management so that it is properly planned according to the desired goals. Therefore, competent Human Resources assignments are needed, who have the knowledge and skills to be

able to adapt to environmental developments. [3]. The quality of education includes the education system, both in its management and in the education process itself. Good or bad quality of education can be seen at every level of education, both from the process and the results. This can be observed from the achievements of graduate students or students in scientific competition and academic competence among fellow students. Human resource management is important in increasing the capabilities and results of existing resources within an institution or organization, with the aim of creating an organization with an effective work unit. The resources in question include teaching staff, curriculum, facilities, and educational technology. [4].

As an educational institution, schools must always make self-improvement in order to have good quality and be able to compete competitively. This shows that changes and innovations in the management of educational institutions must be continuously carried out in line with the progress and development of science. Organizations that want to grow and develop need to pay sufficient attention to human resources and carry out program management properly. Improving the quality of education cannot happen instantly, but must start from basic things such as improving the quality of human resources in institutions, especially school principals and teaching staff.

The link between human resource management and improving the quality of education in an institution cannot be separated. Improving the quality of education is based on human obligations in it. If the quality of education involved in the institution is lacking in terms of competence, this will have an impact on learning activities in the educational institution. Therefore, this situation is of particular concern in SMA Negeri 15 Wajo Regency. SMA Negeri 15 Wajo Regency is one of the high schools located in Wajo Regency. After conducting an initial survey by researchers, problems related to human resource management in improving the quality of education were found that had not been implemented properly. This problem can be seen from the learning process which is not optimal because there are teachers who lack discipline in carrying out the learning process. This needs to be a concern of the school because one of the factors in the low quality of education at SMA Negeri 15 Wajo Regency is the performance of teachers who have not reached an adequate standard.

## **2. Literature Review**

### **2.1. Human Resource Management**

According to Malayu Hasibuan, human resource management is the science and art of managing the relationships and roles of the workforce with the aim of achieving effectiveness and efficiency in supporting the achievement of corporate, employee and community goals. In the context of education, human resource management is the art of managing the relationships and roles of educational staff with the aim of achieving effectiveness and efficiency in supporting good education. The importance of managing human resources in an organization is higher than that of other elements. Humans have the ability to choose, use, and maintain technology and can be a source of sustainable competitive advantage. Therefore, human resource management has a major role in the organization. Human resource management aims to increase the productivity and effectiveness of the workforce in an organization or institution. This is done with the intention of achieving effective work goals and improving the quality of the institution or school.

## 2.2. Education Quality

Etymologically, the term "Quality" comes from English which is known as "Quality". When translated into Indonesian, "Quality" becomes "Quality". Meanwhile, according to the Big Indonesian Dictionary (KBBI), the definition of education is the process of caring for and providing training, both in terms of morals and intelligence. Quality education is education that is able to overcome the challenges and problems that exist in this era. This education produces graduates who have the basic ability to continue learning and are able to become leaders in making positive changes in the environment around them. In addition, quality education graduates also have strong ethical and moral values, especially in the current era.

According to Hidayat and Abdillah [6], educational components consist of:

- a. Educators: People who are responsible for learning activities, such as teachers at school or parents and the community outside the school.
- b. Learners: Individuals who are involved and enrolled in a particular educational program.
- c. Educational Methods: Methods used to obtain, test, and compile data needed in educational disciplines.
- d. Educational Materials: Learning materials that refer to a curriculum that has been designed to achieve overall educational goals.
- e. Educational Environment: The place where the educational process occurs, such as the family environment, school environment, and community environment.
- f. Educational Tools: Actions, circumstances, or media that are used intentionally to achieve certain educational goals.
- g. Educational Evaluation: The process of measuring or assessing teaching and learning outcomes, which can involve assessing educational progress, supporting planning, or making improvements and improvements.

## 3. Research Method

Research conducted using a descriptive method with a qualitative approach, is a type of research that has specific procedures and methods. The qualitative approach is based on correspondence theory as its scientific theory of truth, and highly values the diversity of field data without a tendency to generalize. [16]. This study aims to understand how to improve the quality of human resources in education at SMA Negeri 15 Wajo Regency. This research will also identify supporting and inhibiting factors in improving the quality of education at SMA Negeri 15 Wajo Regency. In addition, this study will analyze the efforts made in dealing with obstacles in improving the quality of education at SMA Negeri 15 Wajo Regency.

To collect data as research material, several data collection techniques were used, namely observation, interviews, and documentation. Observation is done by directly observing the object under study to obtain relevant information. Interviews were conducted through direct interaction between researchers and informants, with the aim of obtaining accurate and reliable data. Documentation is a method that uses accurate evidence and records sources of information,

such as pictures and writing, as part of data collection.

The data analysis method consists of three stages, namely data reduction, data presentation, and conclusion/verification. The data reduction stage involves organizing, sorting, and simplifying data so that it can be processed further. The data presentation stage involves presenting data using tables, graphs, or narratives that make it easy to understand. Finally, the conclusion/verification stage involves analysis of the data that has been presented to reach valid and accountable conclusions.

#### **4. Results And Discussion**

##### **a. Implementation of Human Resource Management at SMA Negeri 15 Wajo Regency.**

##### **b. Human Resource Planning**

Human resource planning is a systematic process to link the human resource needs of an organization with the strategy and objectives of the organization. In the context of education, the managerial role is held by the principal. Principals as managerial leaders are expected to have the ability to mobilize teachers and education staff in a structured and systematic manner in order to achieve the expected goals. and functions) of each individual by using the existing resource management system in the school. Besides that,

##### **c. Recruitment**

Recruitment and selection processes are activities carried out to find potential applicants using specific methods and criteria, with the aim of filling existing vacancies and ensuring that the educational process within the organization runs optimally to improve the quality of education. In the research findings at SMA Negeri 15 Wajo Regency, the recruitment and selection process is carried out by the provincial education office or the central government. However, the school is responsible for recruiting honorary workers. The selection procedure undertaken by teachers at SMA Negeri 15 Wajo Regency is through the PPPK (Government Employee with a Work Agreement) which is part of the SSCASN (Selection System for Candidates for State Civil Servants). This is a process that must be passed by these teachers.

##### **d. Human Resources Training**

Training is considered very important because of the rapid growth of education and technology, so teachers need to be able to adapt quickly and continue to improve their competence. At SMA Negeri 15 Wajo District, the training program for teachers was implemented through invitations from the provincial education office and other institutions that organize training activities. Currently, the training program being attended is the smart school program. Training is also an effort to develop teacher skills and knowledge, with the aim of achieving competitive advantage and providing the best service. In addition to training programs such as smart school, educators at SMA Negeri 15 Wajo Regency also take part in other training, such as PMM (Independence Teaching Platform).

The results of the interviews show that the human resource training at SMA Negeri 15 Wajo Regency is going well. Educators at the school actively participate in training organized by the central government and institutions that organize training activities. In addition, students feel that the teachers have implemented a good learning process in teaching and learning activities.

#### **4.1 Strategies in improving the quality of education at SMA Negeri 15 Wajo Regency**

##### **a. Improving Teacher Professionalism**

The school principal is making good efforts to increase the professionalism of teachers at SMA Negeri 15 Wajo Regency through participation in available training and utilizing existing technology as support. The trainings that followed were successfully implemented well in the learning process. However, there are still a number of teachers who have problems with lack of time discipline and there are several teachers at SMA Negeri 15 Wajo Regency who do not teach according to their competence.

##### **b. Academic and Non-Academic Achievements**

The importance of efforts to encourage students at SMA Negeri 15 Wajo Regency to achieve achievements in both the academic and non-academic fields is to provide significant benefits for individual students. In addition, this also has a positive impact on the school's image, because it is able to produce students who excel and demonstrate good quality education.

##### **c. Improving Facilities and Infrastructure**

Improving facilities and infrastructure is considered important as one of the strategies to improve the quality of education at SMA Negeri 15 Wajo Regency. Even though they already have adequate facilities and infrastructure, efforts are still needed to improve so that the learning process can run as expected.

##### **d. Do Evaluation**

The principal of SMA Negeri 15 Wajo Regency uses evaluation as a follow-up strategy from the initial planning process to identify the types of problems that arise and avoid the recurrence of problems in the future. The purpose of this evaluation is to improve the quality of education according to national standards more effectively.

#### **5. Conclusion**

1. The principal of SMA Negeri 15 Wajo Regency recognizes the importance of human resource management in improving the quality of education. The human resource management process carried out at SMA Negeri 15 Wajo Regency includes several steps. First, human resource planning is carried out by evaluating the main tasks (duties, functions and obligations) of each teaching and educational staff. Second, recruitment is carried out through the education office, while honorary staff are recruited directly by the school based on the school principal's policy. Third, training is held to improve the skills of teachers and education staff so that they are of higher quality.
2. The SMA Negeri 15 Wajo District recognizes the importance of improving the quality of education and has a specific strategy to achieve it. The steps taken by the school include several things. First, they focus on increasing teacher professionalism, where teachers are expected to carry out their duties properly and with discipline. Furthermore, they also seek to improve academic and non-academic achievements by evaluating students. recruitment is carried out through the education office, while honorary staff are recruited directly by the school based on the school principal's policy. In addition, schools also try to create

facilities and infrastructure that support the learning process. Finally, they evaluate teachers and students to find out successes and failures in efforts to improve the quality of education, as well as take further steps to overcome or correct existing deficiencies.

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