

THE ANALYSES OF HUMAN RESOURCES MANAGEMENT IN IMPROVING THE QUALITY OF EDUCATION (A case Study at Madrasah Aliyah Al-Manshury Sungai Bakau Besar Laut)

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a) Dosen Tetap STAI Mampawah

ABSTRACT

Scope: In general, human resource management is a process of carrying out the continuity of duties of organizational members as resources that can support all tasks and functions for the achievement of organizational or institutional goals. In the context of education as a formal educational institution, schools or madrasahs strongly emphasize the improvement in the quality of the human. **Objective:** This study aimed to determine the effort to empower human resource management in improving the quality of Madrasah Aliyah Al Manshury Sungai Bakau Besar Laut. **Method:** This study used a qualitative approach. The data analysis technique used is an interactive model analysis with stages: data collection, data reduction, presentation of data and conclusions or verification. **Findings:** This institution has successfully functioning its human resources effectively; starting from well developed its school profile, school vision and mission, well infrastructure arrangement, quality management activities including staff welfare, staff training, assesment of work perforamnace, recruitment, library and practicum laboratory, employers welfare, good staff selection management and quality control. **Conclusion:** The madrasah has be able to improve the quality of education that has been determined in the vision and mission in achieving its main goal. However, it needs further research for improvement.

Keywords: Human Resource Management, Improving Quality, and Quality of Education

A. Introduction

The quality of education is very much determined by the quality of human resources development of institution (Sallis, 2014; Sulisworo, 2016; Tanang & Abu, 2014). The quality of human resources has a very strategic role in determining the direction of the quality of education. This can be felt when an educational institution in carrying out education that is really good. In contrast to educational institutions that carry out education only modestly, the results are mediocre.

However, what happens now that o many institutions cannot function properly in their management. Indeed, at first they really tried to plan their management very well, but in the end the results they got did not match what they expected. In fact, not a few institutions find it difficult to realize the plans they have made themselves. This is one of the reasons why an institution can be left behind by other institutions. Even so, there are not a few institutions that manage their management very well and the results they get are in accordance with what they expect, which in turn the institution can develop rapidly. One example is Madrasah Aliyah Al-Manshury Sungai Bakau Besar Laut.

Madrasah Aliyah A Al-Manshury Sungai Bakau Besar Laut as an educational institution has succeeded in realizing its Vision and mission very well. This school has gained quite good trust from the community. One proof is that students who register each year exceed the number that has been targeted. Seeing this reality is not possible apart from good management arrangements and directed at the school. This school is still newly established institution and has even just received an accreditation score. However, the principal made very significant changes in managing the institution so that there were some significant advances in the institution.

It is undeniable that the community and schools have a relationship and play a role in each other. Especially in this day and age, the government has socialized the decentralization of education in which schools have the right to regulate their own schools. For this reason, the schools seeks to function and regulate its human resource management by trying to make good human resource planning, selectively withdrawing human resources according to their fields and capabilities, establishing relationships with institutions other institutions outside the school in order to improve the quality of their education, including relationships with scholarship distribution agencies, employment distribution agencies, agencies channeling funds in scouting activities. It has not been proven that this Madrasah has been successful. The existence of the existing human resources of Madrasah is interesting for further study.

This paper is a simple qualitative research on human resource management in improving the quality of education at Madrasah Almanshury in the Bakau Besar Laut River. Departing from the assumption that good human resource management is always associated with improving the quality of good education in an educational institution. To describe the descriptive analysis. This study used a qualitative approach to the type of descriptive research, while the data analysis technique used is an interactive model analysis with stages: Data Collection, Data Reduction, Presentation of data and conclusions or Verification.

B. Research Context

Human resource management is one area of general management which includes aspects of planning, organizing, implementing and controlling. This process exists in the functions or fields of production, marketing, finance and staffing.¹ Because human resources are considered increasingly important in achieving goals, various experiences and research results in the field of human resources (HR) are systematically collected in what is called human resource management. The term "management" has a meaning as a collection of

¹ Veithzal Rivai, *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik* (Jakarta: PT. Raja Grafindo Persada, 2005), 1.

knowledge about how to manage human resources and other materials within an organization.²

Understanding of human resource management according to several experts, including: 1) According to Hall T. Douglas and Goodale G. James that human resource management is: "Human Resource Management is the process through which optimal fit is achieved among the employees, jobs, organizations, and the environment so that employees reach their desired level of satisfaction and performance and the organization meets it's goals".³ Human resource management is a process through which optimal compatibility is obtained among employees, the work of the organization and the environment so that employees reach the level of satisfaction and performance they want and the organization fulfills its objectives. 2) Whereas according to Malayu Hasibuan Human resource management is the science and art of regulating the relationships and roles of the workforce, so that it is effective and efficient in helping the realization of goals.⁴

So it can be concluded that the understanding of human resource management or personnel management is the process of planning, organizing, directing and controlling labor procurement, development, compensation, integration, maintenance, and termination of employment with human resources to achieve individual, organizational, and organizational goals Public.

1. Human Resources Management Objectives

The main objective of human resource management is to increase the contribution of human resources (employees) to the organization in order to achieve the productivity of the organization concerned.⁵ Then Werther and Davis stated that the objectives of human resource management include several objectives, including: social objectives (Societal objective), organizational goals (Organization objectives), functional goals (Functional objectives) and personal goals (Person objective).

2. Human Resource Management Function

It is the task of human resource management to manage people as effectively as possible, in order to obtain a human resource unit that feels satisfied and satisfying. Human resource management is part of general management that focuses on human resources.⁶

The human resource management function as well as the general management function, namely:

² Faustino Cardoso Gomes, *Manajemen Sumber Daya Manusia* (Yogyakarta: Andi, 2003), 2.

³ Hall T. Douglas dan James Goodale, G, *Human Resources Management, Strategy, Design and Impelementation* (Scott Foresman and Company: Glenview, 1986), 6.

⁴ Malayu Hasibuan, *Manajemen, Dasar, Pengertian, dan Masalah* (Jakarta: Bumi Aksara, 2003), 21.

⁵ Hasibuan, 118.

⁶ James A.F Stoner, dkk, *Manajemen Sumber Daya Manusia., Terj. Alexander Sindoro* (Jakarta: Gramedia Grup, 1996), 14.

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a) Managerial Function

- (1) Planning
- (2) Organizing
- (3) Directing
- (4) Controlling

b) Operational Functions

- (1) Procurement of Labor or Procurement of Human Resources
- (2) Development
- (3) Compensation
- (4) Integration
- (5) Maintenance
- (6) Termination of Labor Relations
- (7) Quality of Education.⁷

C. Education quality

The basic meaning of the word quality according to Dahlan Al-Barry in the Indonesian Modern Dictionary is "quality": "quality"; good and bad things,⁸ "as quoted by Quraish Shihab which defines quality as the level of good or bad something or the quality of something."⁹ Meanwhile, if considered etymologically, quality is defined as an increase in level towards an improvement or establishment. Because quality implies weight or high or low. So in this case the quality of education is the implementation of education in an institution, to the point where education in that institution has achieved a success.¹⁰ In the context of education, the notion of quality or quality in this case refers to the educational process and educational outcomes.

From the context of the quality education "process" involved a variety of inputs (such as teaching materials: cognitive, affective and, psychomotor), methodology (which varies according to the ability of teachers), school facilities, administrative support and infrastructure facilities and other resources as well as creating an atmosphere that is conducive. Besides the quality of education is the ability of the basic education system, both in terms of management and in terms of the education process, which is directed effectively to increase added value and input factors in order to produce the highest output.

So, quality education is education that can produce graduates who have the basic ability to learn, so they can participate even become pioneers in renewal and change by

⁷ Stoner, dkk, 14-15.

⁸ M. Dahlan Al Barry, *Kamus Modern Bahasa Indonesia* (Yogyakarta: Arloka, 1994), 329.

⁹ Quraish Shihab, *Membumikan al-Qur'an* (Bandung: Mizan, 1982), 280.

¹⁰ A. Supriyanto, "Mutu Pendidikan Sekolah Dasar Di Daerah Diseminasi," *Jurnal Ilmu Pendidikan*, 1997, 225.

empowering educational resources optimally through good and conducive learning. Excellent and quality schools are schools that are able to compete with students outside of school.¹¹ Also has cultural roots and moral values (moral) good and strong. Quality education is education that is able to answer various challenges and problems that will be faced now and in the future.

1. Obstacles and Solutions for Improving Education Quality

Obstacles to increasing the quality of education, it needs to be examined and examined so that the Indonesian nation can improve the quality of education smoothly and be able to compete in the Globalization Era. Presumably the author needs to explain some opinions of education experts about the obstacles to improving the quality of education, namely:

- a. According to DR. Soedijarto, MA. The low quality of education in addition to being caused by giving a disproportionate role to the school, inadequate planning, implementation, and management of the curriculum system, and the use of cognitive learning achievement as the only indicator of educational success, is also caused because the evaluation system is not planned to be placed as an educational tool and an integrated part of the curriculum system.¹²
- b. In general, Edward Sallis (1984). His book *Total Quality Management in Education* states that conditions that cause the low quality of education can come from a variety of sources, namely poor curriculum design, incompatible building management, non-conducive work environment, incompatible systems and procedures (management), inadequate school hours, lack of resources, and staffing.¹³

2. Solutions to Improve Education Quality

In the framework of improving the quality of education, various activities have been carried out including:

- a. Curriculum development including ways of presenting lessons and study systems in general.
- b. Provision of basic textbooks for students as well as primary and secondary school teacher manuals, vocational textbooks and techniques for schools that need them and library books in various fields of study in higher education.
- c. Provision of teaching aids and other educational equipment in elementary schools, kindergartens, and special schools, science laboratories and junior & senior high schools,

¹¹Abdul Chafidz, "Sekolah Unggul Konsepsi dan Problematikanya," *MPA* 142 (1998): 39.

¹² Soedijarto.

¹³Syafaruddin, *Manajemen Mutu Terpadu dalam Pendidikan Konsep, Strategi, dan Aplikasi* (Jakarta: PT Gramedia Widiasarana Indonesia, 2002), 14.

training and practice facilities and equipment in vocational and technical schools and laboratories for various fields of educational sciences for College.¹⁴

D. Results and Discussion

1. Madrasah profiles

Madrasah Aliyah "Al-Manshury" Sungai Bakau Besar Laut has a very strategic location on the edge of the highway. In addition, this MA Al-Mansyuri also set some extra rules outside the student learning process activities here namely: requiring all students to attend the implementation of the midday prayer being placed in the Al-Mansyuri Mosque. Besides that students are also taught to be able to make a speech after the Jama'ah prayer is done in rotation, starting from grade 10 to grade 12 Aliyah Al-Manshury Madrasah. Madrasah Aliyah "Al-Manshury" there is only one department namely IPS. Class X is divided into 2 rooms, XA and XB. While classes XI and XII each have 1 room.

Name of Foundation Chairperson H. Muhammad Taufik, S.Pd. Name of School Principal Muhammad Yani S.Pd.I. Madrasa status is Private. Year of Establishment, January 4, 2013. Decree Number, D / Kw.14.4 / 5 / MAS / 0017/2013

2. Madrasah Aliyah Al-Manshury's Vision and Mission

The Vision and Mission of the Aliyah "Al-Manshury" Madrasah Sungai Besar Laut River are:

Vision: Implementing its function as an institution for the development of students to become servants of God and their caliphs on earth who have a proactive, innovative and creative attitude just for worship of God. Mission: 1) Preparing students who are superior and of quality towards the formation of the best people. 2) Preparing students who are capable and proficient affective. Cognitive and psychomotor. 3) Developing knowledge, thinking and skills in the community.

3. Classroom Physicality and Classroom Settings

The classrooms at MA Al-Manshury Sungai Bakau Besar Laut are 4 classes. The physical condition of the room, the arrangement of benches, and tables are sufficient and are equipped with one white board for each class. Some classrooms in good condition have sufficient air ventilation so that the air going in and out makes students comfortable and not too hot. This has a positive impact on student learning.

Classroom management is one way to create a pleasant classroom atmosphere. Classroom arrangements include: 1) Compilation of class organizations consisting of class leaders, secretaries, treasurers, and several sections, each of which has duties and responsibilities for all activities in the learning process. 2) Coaching daily tasks, ie each

¹⁴ Wasty Soemanto dan F. X. Soeyarno, *Landasan Historis Pendidikan Islam* (Surabaya: Usaha Nasional, 1993), 111.

student has a rotating assignment. Class staff are responsible for class cleanliness, class neatness and class needs including controlling absences, picking up books and filling in markers.

Class and environmental cleanliness, the teaching and learning process will run smoothly if the classroom is clean so that it does not interfere with teaching and learning activities. Before lessons begin, class pickets on duty that day will clean up the classroom and learning environment.

E. Human Resource Management in Improving the Quality of MA Al-Manshury Sungai Bakau Besar Laut

Human resource management is recognized as very important by the head of MA Al-Manshury Sungai Bakau Besar Laut in improving the quality of education. Because every workforce or supporting facility has benefits and every resource has the ability. With the implementation of human resource management by the school principal or in management terms, the manager has been very well responded by educators at MA Al-Manshury Sungai Bakau Besar Laut. Those with a sense of responsibility and professionalism as educators have carried out shared responsibilities or tasks (job discription).

The principal's efforts in managing human resources in improving the quality of education are as follows:

1. Conduct good human resource planning

Planning is the core of management so that all activities of the organization concerned, must be based on the plan. Because planning allows decision makers to use their resources efficiently and effectively. The effort to plan or procure human resources in the MA Al-Manshury Sungai Bakau Besar Laut is set based on the needs of the school. Not every semester or school year requires new teachers or employees.

Because the Madrasah is under the auspices of the Foundation, then in the planning of its human resources it must obtain the approval of the Foundation which previously received recommendations from the school. But sometimes the Foundation offers whether the school needs educators or not. If it turns out the school needs, the Foundation is given freedom to conduct tests and interviews with applicants who have volunteered to become educators or employees at the MA Al-Manshury Sungai Bakau Besar Laut.

2. Recruitment of human resources (recruits)

Improving the quality of education depends on improving recruitment or recruitment. Therefore, the human resources needed by MA Al-Manshury Sungai Bakau Besar Laut are recruited by looking at the capabilities possessed by the applicant. The withdrawal process is important, because the quality of an organization's human resources depends on the

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quality of its withdrawals. Recruitment is related to developing prospective employee reserves in line with the human resource plan. Recruitment for applicants who have submitted an application to the head of MA Al-Manshury Sungai Bakau Besar Laut with all the requirements that have been determined through the principal and to the MA Al-Manshury Foundation, and then can only be determined when the applicant is accepted or not.

In recruiting educators or employees, several requirements have been determined, namely:

- a. Relief Ahlus Sunnah Waljama'ah
- b. Education according to status
- c. Experience
- d. IP value
- e. Wear a headscarf for female applicants

Then if the applicant has fulfilled the requirements set by MA Al-Manshury Sungai Bakau Besar Laut, a selection is held by means of tests and interviews.

3. Selection

After the process of withdrawing human resources as prospective employees is complete, then the next process is the selection process for the prospective employees. Selection is the process of collecting data in order to assess and decide legally who should be appointed as individuals and organizations for the short and long term. This process includes integrating the work needs of the applicant and the organization. The selection process is also important because through this process will be obtained by employees who have the right abilities, in accordance with what is needed by the organization.

The selection process is also important because through this process will be obtained by employees who have the right abilities, in accordance with what is needed by the organization. After the MA Al-Manshury Sungai Bakau Besar Laut got a number of applicants then tests and interviews were conducted with interested applicants. Tests and interviews are conducted by the school principal or vice-principal in the curriculum. The form of the test is to create a teaching program.

If the applicant has passed the selection or is accepted as an educator or employee, then the first Certificate (SK) is issued for a period of 6 months from the Foundation.

4. Training and development

This training and development is the most important management process, seen from the training and development functions that can help to ensure that members of the organization have the knowledge and skills needed to carry out work effectively, take on

new responsibilities, and adapt to changing conditions. This training is focused on teaching organizational members (human resources) about how they can carry out work and help them gain the knowledge and skills needed for effective performance. While the development is focused on building the knowledge and skills of organizational members so they can be prepared to take on responsibility new answers and challenges.

The main objective of this training and development is to overcome the shortcomings of human resources at work caused by the possibility of inability to carry out the work, and at the same time try to foster them to be more productive. In the context of training and developing all employees in the MA Al-Manshury area of the Bakau Besar Laut River, efforts have been made such as involving teachers in upgrading, courses, and training courses. And also held a comparative study of institutions in schools that are considered more advanced. In addition, efforts have been made to improve the quality of education of the MA Al-Manshury Sungai Bakau Besar Laut by holding training or workshops for teachers once a month every Thursday on the first week. Likewise with the MGMP (Subject Teachers' Deliberation) which usually cooperates with SMA Negeri I Mempawah

5. Assessment of work performance

Performance appraisal or HRM literature is known as performance appraisal, which is defined as a formal, structured measurement system to assess and influence employee characteristics at work, behavior and results, level of absence, to find out how far employees are carrying out his work duties. In other words this assessment can also determine how productive the employee is and whether he can work effectively in the future so that both the employee itself, the organization and the community will benefit.

To do work performance of educators and employees at MA Al-Manshury Sungai Bakau Besar Laut can be seen from 3 things:

- a. Ability in the field of administration, which means educators or employees have been able to manage the tasks that have become his responsibility as an educator or as an employee at MA Al-Manshury Sungai Bakau Besar Laut.
 - b. Can do the teaching task well (for educators) or educated souls, not only giving knowledge to students but educators who excel are those who can approach their students by giving students a mental approach (good teacher relations with students).
 - c. Educators and staff have a great will or enthusiasm in doing their jobs, because educators and staff are sometimes lazy. They have the ability but do not have the will.
- #### 6. Employee Welfare

In an organization the problem of employee welfare is very complex, but it is most important for the employee and the organization itself. Because with this welfare,

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employees will be more motivated to work. The welfare arrangements for educators and staff carried out at MA Al-Manshury Sungai Bakau Besar Laut in addition to the monthly salary are also in the form of benefits provided before Idul Fitri, when new students are admitted, and EBTA time. For DPK given transport and excess hours, given the value of dedication for employees or educators who have worked.

7. Creation and Development of Effective Work Relations

Once the organization has found the required number of employees or members, the time has come to look after them, reward them, and try to provide attractive working conditions so they can make them feel at home at work. As part of these efforts, the organization must create and maintain effective working relationships with employees. Although these actions must be taken formally for employees organized in trade unions, those who are not affiliated with the union work also needs to be done. In human resource management a good working relationship should always be created. Likewise, which is implemented by MA Al-Manshury Sungai Bakau Besar Laut has established good cooperation and created togetherness and openness with each other by not suspecting each other but trying to create a working relationship in a family.

8. Quality of Education at MA Al-Manshury Sungai Bakau Besar Laut

In the context of education, the notion of quality refers to the educational process and educational outcomes. From the context of the quality education "process" involved a variety of inputs (such as teaching materials: cognitive, affective and, psychomotor), methodology (which varies according to the ability of teachers), school facilities, administrative support and infrastructure facilities and other resources as well as creating an atmosphere that is conducive.

Quality in the context of educational "outcomes" refers to the results or achievements achieved by schools at any given time period (whether at the end of every month, end of year, 2 years or 5 years, even 10 years). Achievements achieved or educational outcomes (student achievement) can be in the form of academic ability test results, for example general tests, EBTA or UAN. Can also be achievements in other fields such as in a branch of sports, arts or certain additional skills. Even school achievement can be in the form of conditions that cannot be held intangible such as an atmosphere of discipline, intimacy, mutual respect, cleanliness and so on. The quality of education at the MA Al-Manshury Sungai Bakau Besar Laut is quite good. Judging from the educational process that runs smoothly and complete educational facilities in the classroom or outside the classroom, both in curricular and extra-curricular contexts, both in an academic and non-academic substance environment in an atmosphere that supports the teaching and learning process.

When viewed from the results of education are also classified as good too, see many achievements that have been achieved by schools and students as well as the graduation results achieved by students at UAN. The quality of education at the MA Al-Manshury Sungai Bakau Besar Laut according to the Principal of the MA Al-Manshury Sungai Bakau Besar Laut is about running the education process well. This was revealed in an interview with the researcher he commented.

We do not only emphasize on the quality of education by looking at student achievement from passing grades, but we emphasize a good educational process. Because of the good educational process, quality education is formed, such as fostering students academically and non-academically.¹⁵

Similar to the response of the deputy headmaster in student affairs who agreed with the headmaster about the quality of education at MA Al-Manshury Sungai Bakau Besar Laut, he commented:

The quality of education at the MA Al-Manshury Sungai Bakau Besar Laut is 100% good from its inception until now, this is based on the efforts of the teacher to foster students to develop academic factors (knowledge and insight) and non-academic factors (student behavior and discipline).¹⁶

The quality of education at MA Al-Manshury Sungai Bakau Besar Laut can also be seen from the good graduation of students at the 2016/2017 school year. Besides that the programs that have been planned are quite good and good. As well as comments from the vice principal of infrastructure, he gave an argument:

The Quality of Education in the MA Al-Manshury Sungai Bakau Besar Laut is quite good, because various education quality improvement activities have been undertaken. Quality can also be seen from the programs planned by the school very well and for the registration of new students is increasingly being improved.¹⁷

Many people have recognized the existence of the MA Al-Manshury Sungai Bakau Besar Laut as one of the schools with a lot of interest, due to the quality of their education. However, even though the quality of education in the Al-Manshury Great Sea Bakau River MA is good enough, it does not mean that the Al-Manshury Great Sea Bakau River MA does not experience obstacles in improving the quality of education.

Obstacles to improving the quality of education, need to be examined and examined so that the community around MA Al-Mansyuri Sungai Bakau Besar Laut can improve the quality of education smoothly and can compete in the Era of Globalization.

¹⁵ Interview Dengan Kepala MA Al-Manshury Sungai Bakau Besar Laut Senin. 27. Maret 2018 Jam 10.10

¹⁶ Interview dengan Wakasek Kesiswaan di MA Al-Manshury Sungai Bakau Besar Laut 27. Maret 2018 Jam 11.10

¹⁷ Interview dengan Wakasek Bidang Sarana Prasarana MA Al-Manshury Sungai Bakau Besar Laut 3 April 2018 Jam 09.40

There are several obstacles that become obstacles to improving the quality of education including:

- a. MA Al-Manshury Sungai Bakau Besar Laut has not yet received student registration by viewing danem.
- b. Computer laboratories are still in the stage of improvement, thus hampering the learning process.
- c. Internet information center services for students are still in the process, because all this time students are looking for information via the internet in various places collectively.

Of the obstacles or obstacles to improving the quality of education in the MA Al-Manshury Sungai Bakau Besar Laut, the school does not remain silent but instead tries to improve the quality of its education as best as possible by making various efforts to improve the quality of education.

There are several things that need attention in improving the quality of education, including:

1) Learners

In relation to education, students are a factor or component in education. Therefore, guidance for children must be carried out continuously towards maturity and maturity. As human beings, students have different characteristics. According to Sutari Imam Barnadib, Suwarno, and Siti Mechaty, students have certain characteristics, namely:

- 2) Do not have adult immorality so that it is still the responsibility of educators.
- 3) Still perfecting certain aspects of maturity, so it is still the responsibility of educators.
- 4) Have basic human traits that are developing in an integrated manner that is biological, spiritual, social, intelligence, emotion, ability to speak, limbs to work (feet, hands, fingers), social background, biological background (skin color, body shape, etc.), as well as individual differences.

By understanding the characteristics of the students above, the teacher is expected to be able to carry out the teaching and learning process well so as to create an increase in the quality of education desired by the school.

5) Educator

The problem of the quality of education, apparently has been very intriguing the world of education today. Not only for professionals, also for the wider community there is a movement that wants a change right now in terms of efforts to improve the quality or quality of education. By looking at the low quality of education, efforts have been made to improve the quality of education. Therefore, to improve the quality of education, the

central targets addressed are the quality of teachers and the quality of teacher education. In an effort to improve the quality of education, it is necessary to carry out activities in an effort to improve the quality of teachers, namely: Teacher Absenteeism and Discipline, Forming Teacher Meetings, Following Upgrading, Following Educational Courses, Conducting Workshops or Workshops, Conducting Study Tour.

6) Facilities and Infrastructure

Speaking of facilities and infrastructure, this understanding does not only concern the building, but also includes the various components and facilities found in the school. With adequate facilities and infrastructure, it can support the teaching and learning process so that it can improve the quality of education.

7) Environment

The environment also influences efforts to improve the quality of education. There are two kinds of environment, physical environment and social environment. Physical environment, namely the atmosphere and the state of education. While the social environment, namely the climate and educational atmosphere. A conducive climate will facilitate the achievement of educational goals.

MA Al-Manshury Sungai Bakau Besar Laut has strived to improve the quality of education with various efforts, including:

- (a) By fixing existing facilities and infrastructure and trying to equip them, such as completing a computer laboratory
- (b) By optimizing existing programs
- (c) Always follow an increasingly developed curriculum
- (d) Teachers and staff work together to achieve the expected educational goals.

F. Relationship of Human Resource Management in Improving the Quality of Education in MA Al-Manshury Sungai Bakau Besar Laut

Madrasah Aliyah "Al-Manshury" Sungai Bakau Besar Laut located on the edge of the highway. In addition, the MA Al-Mansyuri also set some extra rules outside the student learning process activities here, namely: requiring all students to attend the Dzuhur Jama'ah prayers placed in Al-Mansyuri Mosque. Besides that students are also taught to be able to make a speech after the Jama'ah prayer is done in rotation, starting from grade 10 to grade 12 Aliyah Al-Manshury Madrasah. Madrasah Aliyah "Al-Manshury" there is only one department namely IPS. Class X is divided into 2 rooms, XA and XB. While classes XI and XII each have 1 room.¹⁸ From year to year the MA Al-Mansyuri Sungai Bakau Besar Laut experienced a fairly

¹⁸ Observasi dan dokumentasi, 30 Maret 201

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rapid development, especially the number of students who were accepted in class I starting from the year of standing up to the present, as well as the increase in facilities and infrastructure, as well as the achievements of madrasah.¹⁹

Madrasah Al-Mansyuri Sungai Bakau Besar Laut is one of the institutions that implements its function as an institution for developing students to become servants of Allah and their caliphs on earth who have a proactive, innovative and creative attitude just to worship God. And the aim of the MA Al-Mansyuri Sungai Bakau Besar Laut is to prepare superior and qualified students to form the best people. Prepare students who are competent and proficient affective. cognitive and psychomotor and Developing science, thinking and skills in society.

As the researchers already know that the Madrasah Al-Manshury of the Great Sea Bakau River in Recruitment for applicants who have submitted an application to the head of the MA Al-Manshury of the Great Sea Bakau River with all the predetermined requirements, then it can only be determined when the applicant is accepted or not. these requirements include: Switching Ahlus Sunnah Waljama'ah, Education according to status, Experience, IP Value and Wearing the Hijab for female applicants. Then if the applicant has fulfilled the requirements set by MA Al-Manshury Sungai Bakau Besar Laut, a selection is held by means of tests and interviews.²⁰

In addition, MA Al-Manshury Sungai Bakau Besar Laut in conducting Human Resource Management which has joined to become a member of the MA Al-Manshury Sungai Bakau Besar Laut has always been fostered by training and developing their abilities in teaching and managing classes during the teaching and learning process plus MA Al-Manshury Sungai Bakau Besar Laut always prioritizes the welfare of employees in the MA Al-Manshury Sungai Bakau Besar Laut.

This is what makes the quality of education in MA Al-Manshury Sungai Bakau Besar Laut 100% good from its inception until now, this is based on the efforts of the teacher to foster students to develop academic factors (knowledge and insights) and non-factors academics (student behavior and discipline) and teachers have also undertaken various activities to improve the quality of education. We can also see the quality of the programs that have been planned by the school very well and for new student enrollments to be improved. However, aside from the advantages that occur at MA Al-Manshury Sungai Bakau Besar Laut, there are still obstacles that occur including:

1. Constraints from human or personal resources that sometimes feel neglected because of that the principal often experiences a burden of feelings.

¹⁹ Wawancara dengan M. Yani, Kepala Sekolah MA Al-Mansyuri Sungai Bakau Besar Laut, tanggal 05 April 2018

²⁰ Observasi dan Dokumentasi, 03-04-2018

2. In addition, sometimes human resources or teaching staff and employees experience laziness in carrying out their responsibilities.
3. Human resources seem capable of teaching, but the willingness to improve themselves is also felt difficult by the school principal.

In anticipating the obstacles that arise, the principal has sought a solution for human resource management in improving the quality of education. The solution sought is:

1. In overcoming personal obstacles that sometimes feel unnoticed, the principal has made a solution by holding a family approach.
2. Providing funds for dispensation for educators and staff in order to stimulate the interest of human resources to not be lazy and be more responsible.
3. Conduct trainings that can improve the teaching process properly.
4. Monthly communication between educators and staff through the Yasinan program

Based on the description above, it appears that there is a close relationship between human resource management with the improvement of the quality of education that occurs in the MA Al-Manshury Sungai Bakau Besar Laut where human resource management is not just anyone who can enter and teach at the MA Al-Manshury River Great Mangrove Sea because before they teach at MA Al-Manshury the Great Mangrove Sea River the person still has to go through various conditions determined by the foundation.

Based on the results of interviews with school principals, it was obtained that the improvement in the Quality of Education in the MA Al-Manshury Sungai Bakau Besar Laut was quite good, because various educational quality improvement activities had been undertaken. We can also see the quality of the programs that have been planned by the school very well and for new student enrollments to be improved.²¹

G. Conclusion

Thus a brief description of the Management of Human Resources in improving the Quality of Education in the MA Al-Manshury Sungai Bakau Besar Laut. that is:

1. The quality of education at MA Al-Manshury Sungai Bakau Besar Laut is quite good. Judging from the educational process that runs smoothly and complete educational facilities in the classroom or outside the classroom, both in curricular and extra-curricular contexts, in an academic and non-academic substance environment that supports teaching and learning. Likewise, when viewed from the results of education are also quite good, seeing

²¹Interview dengan Sahlan Udit, S.Pdi Bidang Sarana Prasarana MA Al-Manshury Sungai Bakau Besar Laut 3 April 2018 Jam 09.40

Sumiyati

many achievements that have been achieved by schools and students as well as the graduation results achieved by students at a good UAN.

2. Human resource management is recognized as very important by the principal of the MA Al-Manshury Sungai Bakau Besar Laut in improving the quality of education. The human resource management process at the MA Al-Manshury Sungai Bakau Besar Laut is: (1). Conduct good human resource planning, (2). Withdrawal of human resources (recruits) to applicants who pass the requirements, (3). Selection with tests and interviews, (4). Conduct training and development in order to improve the ability of teaching staff, (5). Conduct work performance appraisal, to carry out work performance on educators and staff at the MA Al-Manshury Sungai Bakau Besar Laut can be seen from 3 things, namely: ability in the field of administration, can carry out their teaching duties well (for educators) or educated, educators and employees have a great will or enthusiasm in carrying out their duties, (6). Give welfare to employees in the form of monthly salaries and in the form of benefits as well, (7). Creation and fostering effective working relationships and creating togetherness and openness with one another without suspicion of each other but trying to create a working relationship in a family.
3. Human resource management constraints in improving the quality of education in the MA Al-Manshury Sungai Bakau Besar Laut are: (a). Constraints from human or personal resources that sometimes feel neglected because of that school principals often experience the burden of feeling. (b). In addition, sometimes human resources or teaching staff and employees experience laziness in carrying out their responsibilities. (c). Human resources seem capable of teaching, but the willingness to improve themselves is also felt difficult by the school principal.

In anticipating the obstacles that arise, the school principal has sought solutions for human resource management in improving the quality of education. The solution sought is: (a). In overcoming personal obstacles that sometimes feel unnoticed, the principal has made a solution by holding a family approach. (b). Providing dispensation funds for educators and staff in order to stimulate the interest of human resources to not be lazy and be more responsible. (c) Conduct training that can improve the teaching process well. (d). Regular monthly communication between educators and staff through the Yasinan program

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