

## Educator Resource Management at Nurul Falalah IT High School Bandar Lampung

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Journal of Advanced Islamic Educational  
Management

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DOI: 10.24042/jaiem.v3i2.17896

Received: 07 July 2023

Accepted: 28 September 2023

Published: 30 December 2023

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### Abstract:

This research uses a qualitative approach, data analysis using the Miles Huberman and Saldana interactive model with steps: 1). Data collection, 2). Data condensation, 3). Presentation of data, and 4). Drawing conclusions. For data validity using Triangulation and Member check. There are 2 triangulations used, namely, source triangulation and method triangulation. Findings: 1). Planning of teaching resources: at the beginning of each school year the school makes a plan of activities and school budgets in which there are activities regarding the needs and development of teaching resources and planning for recruitment, first analyzing the mapping of lesson hours so that the needs of teaching staff are known. 2). Recruitment and Selection at SMA IT Nurul Falalah Bandar Lampung: a). recruitment patterns applied internally. b) selection carried out includes administrative selection and interviews. 3). Development and Training at SMA IT Nurul Falalah Bandar Lampung: To improve and develop the potential of educators (teachers), the school conducts training such as In House Training (IHT), besides that the school also provides opportunities for educators (teachers) to further improve and develop their potential by participating in activities / workshops outside the school in the hope that it can have a positive effect on the progress of the school.

**Keywords:** Management; Educator Resources.

## Introduction

In this increasingly advanced era, education has a very important role in shaping the future of the younger generation (Ratri & Najicha, 2022). Nurul Falah Integrated Islamic High School in Bandar Lampung, Indonesia, understands how crucial the role of teaching resources is in achieving quality education goals (Utu & Sintasari, 2021). Effective and efficient management of teaching resources is the key to success in producing competent and competitive graduates (Fauzan, 2021; Indajang et al., 2020; Murtafiah, 2022b).

Developing educator resource management requires support from various parties (Murtafiah, 2022a; Sirojudin & Waqfin, 2020). Education has a strategic role in the development and sustainability of the nation (Astagini et al., 2022). School as one of the educational institutions in which there is a process of transferring knowledge and instilling social values, is a vehicle for developing the quality of the human resources of the Indonesian nation (Sunarso, 2020).

SMA IT Nurul Falah has a strong commitment to provide a quality educational environment for their students (Riadi et al., 2020). In order to achieve this, the school realizes the importance of good educator resource management (Eddy Junaedi, 2018). Teaching resource management covers various aspects, such as recruitment, development, performance appraisal, and providing proper support to teachers (Juwita, 2023).

In terms of recruitment, SMA IT Nurul Falah has a rigorous selection process to ensure that they take qualified and highly capable educators (Habibie, 2020). They look for individuals who not only have adequate knowledge and skills in their field of expertise, but also have the passion and dedication to teach and guide students (Dacholfany et al., 2023). This careful recruitment process ensures that SMA IT Nurul Falah has a competent and professional teaching team.

Furthermore, the school also pays serious attention to educator development. They provide various training and professional development programs designed to improve teachers' knowledge and skills in teaching and delivering materials in an effective manner. By continuously honing their skills, the teachers at SMA IT Nurul Falah are able to provide the best learning experience to the students.

Performance appraisal is another important aspect in educator resource management at SMA IT Nurul Falah. The school has a fair and transparent appraisal system to measure teachers' performance. Through a regular and constructive appraisal process, the school can provide feedback to their teachers and assist them in their professional development (Rohmah & Pujiono, 2022).

Training and competency development activities for teachers are also routinely carried out every school year, both training and development of teacher competencies conducted within the school and participating in training and development of teacher competencies held by the government (Sukma & Hasanah, 2021). According to him, the school also assesses and evaluates the performance of the teachers every year. Although the school has carried out the teaching and learning process well, researchers also see that human resource management, especially for students, is still lacking, this can be seen when in the teaching and learning process there are still students playing around when the teacher is teaching, besides that students often come in and out

when the learning process is taking place. In the event that there are already written rules but have not been implemented and implemented.

In addition, SMA IT Nurul Falah also provides comprehensive support to teachers. They create a positive working environment and ensure that teachers have access to the necessary resources, such as up-to-date learning materials, educational technology, and adequate administrative support. By providing this support, SMA IT Nurul Falah creates conditions that allow teachers to give their best in teaching and educating students (Lestari et al., 2023).

The researcher's interest in this study is that even with the condition of limited educator resources and some of the problems that the researcher has described above, and in an effort to improve the quality of education is determined by many factors that must always be synergized, such as the availability of representative facilities and infrastructure, the availability of professional educators and education personnel, supported by sufficient operational funds and so on, and the most important thing is the readiness of the managers (education management) in organizing and carrying out educational tasks properly (Ilmiyah et al., 2021; Utomo et al., 2021; Wahid & Thoyib, 2022).

In conclusion, educator resource management at SMA IT Nurul Falah is a key factor in providing quality education to students. Through a rigorous recruitment process, continuous development, fair performance appraisal, and proper support, the school has managed to create a professional and qualified teaching team. Thus, SMA IT Nurul Falah is ready to realize their vision to produce competent and competitive graduates in an ever-evolving society (Devra, 2022).

## Methods

In this study the author used qualitative research. Qualitative research is research conducted on natural object conditions. Qualitative research can be interpreted as a research procedure that produces descriptive data in the form of written or spoken words from people and behavior shown to describe or describe existing phenomena, both natural phenomena and human engineering. Qualitative research has two main objectives, namely the first, describing and capturing (to describe and explore) and the second, describe and explain (to describe and explain).

## Results and Discussion

For the Management of Educator Resources at Nurul Falah IT High School Bandar Lampung has been running since the school operated in the world of education since 2015 but the normal teaching and learning process (KBM) has been running since 2016 since the school's operational permit was signed by officials from the education and culture office of Lampung province.

At that time the Educator Resources owned by SMA IT Nurul Falah Bandar Lampung can be said to be very minimal, and have not met the qualification requirements of linear educators because in addition to the many educators who have not qualified under graduate or bachelor's degree in accordance with their fields but also many teachers who teach concurrently and not in accordance with their qualifications.

This information was obtained by researchers from several informants who until the time the research was carried out were still actively serving as educators and education at SMA IT Nurul Falah Bandar Lampung.

In general, the Management of Educator Resources at SMA IT Nurul Falah Bandar Lampung has been running as the functions and principles of management, this can be seen from various things including the existence of planning in each program and the existence of a clear division of work duties as it should be but has not been carried out professionally.

#### Educator Resource Planning at Nurul Falah IT High School Bandar Lampung

Educator resource planning is the process of analyzing and identifying the availability of educator resource needs. Another opinion from a writer states that the focus of attention of human resource planning is certain steps taken by management to better ensure that the organization has the right workforce available to occupy various positions, positions, and the right jobs.

At SMA IT Nurul Falah, human resource planning in this case, teaching staff is carried out internally where the school previously analyzed the needs of teaching staff in advance, which is included with competent qualifications in their fields. Educator resource planning allows each part of the school to place the right people. In addition, educator resource planning is not only useful for achieving approved school goals, but also helps schools to carry out long-term and short-term planning.

From the results of interviews with informants, researchers obtained information that Nurul Falah IT High School at the beginning of each school year makes an activity plan and budget in which there are planning activities regarding the needs of educators and the development of educator resources. Other planning is made by the principal for the implementation and evaluation of work programs such as improving the quality of teaching resources, making semester programs together with teachers, and periodically conducting training activities for teachers.

In addition, based on the results of interviews with informants, researchers can say that the planning of teaching staff resources at SMA IT Nurul Falah has not met the existing competency standards because for the implementation of this planning the school only through internal meetings conveys the needs of teaching staff and there is no written statement such as opening job vacancies through online media, posting job advertisements and so on. The school only conveys to educators and education personnel for those who are willing and able to fulfill the vacancy are welcome if there is no school leaves it to educators to look for either from their own relatives or colleagues.

#### Recruitment and Selection of Educator Resources at SMA IT Nurul Falah Bandar Lampung

The recruitment and selection of teaching resources is based on the foundation's decision, which has previously analyzed the needs of educators in schools. After being approved by the foundation, the school will then recruit new personnel. In SMA IT Nurul Falah Bandar Lampung, the most important standard to become a teacher is to have academic expertise, religion, and commitment to service, as well as having the required qualifications. The selection conducted at SMA IT Nurul Falah includes administrative selection and interview only. The administrative selection includes a job application letter, ID card, relevant diploma and other supporting certificates. While for the

interview is to explore the ability of expertise in the field of competence such as professionalism, skills, communication and ability to manage classes, as well as the ability in the field of Islam.

The selection decision is highly dependent on the results of discussions with the principal, vice principal of curriculum, head of administration with assessments tailored to the qualification needs. And for the announcement of acceptance, the school will contact the applicant. After being accepted as an educator (teacher) at SMA IT Nurul Falah Bandar Lampung, for six months a trial will be carried out or in monitoring if it is deemed good then it will be continued for the next six months and if the performance is good then it will be determined as a non-permanent teacher of the foundation.<sup>99</sup>

#### Development and Training of Educator Resources at SMA IT Nurul Falah Bandar Lampung

After becoming an educator at SMA IT Nurul Falah Bandar Lampung to improve and develop the professionalism of these teachers, the school holds workshops such as In House Training. By holding this workshop, it is hoped that the potential and knowledge of teachers will increase and develop so that it has a positive impact on the progress of the school. In addition, the school always advises educators to attend training/workshops organized by the Ministry of Education and Culture/other institutions outside the school.

As educators, they must always develop their knowledge, because teachers are learning agents and role models for their students. The purpose of educator resource development and training is to explore and bring out the abilities that exist in educators such as teacher professionalism and strengthening the academic insight of educators both in terms of competence, managerial, and behavior so that they can make a positive contribution to the school continuously in accordance with developments.

#### Conclusion and suggestion

From the research findings and discussions that have been reviewed based on existing theories, it can be concluded that Educator Resource Management at SMA IT Nurul Falah Bandar Lampung has not been carried out professionally. The unprofessionalism of Educator Resource Management at Nurul Falah IT High School can be seen from the stages of Educator Resource Management which includes planning, recruitment, and training and development of educator resources that are not optimal and are only limited to being carried out and implemented.

Ponpes Darul Islah Tulang Bawang has implemented good management. This can be proven by the actualization of POAC (Planing, Organizing, Actuating, Controlling). The line of supervision involves the ponpes management, and horizontal involves the students.

#### Acknowledgement

We are grateful for thanks to Nurul Falah Integrated Islamic Senior High School Bandar Lampung, Indonesia which has given space and time to conduct this research.

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