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Article

**HUMAN RESOURCES PLANNING IN MADRASAH IBTIDAIYAH WORKING GROUP
IN PRINGSEWU DISTRICT**

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ABSTRACT:

Educators are one of the vital aspects that control the continuity and success of teaching and learning activities in madrasahs/schools. With competent and professional educators, it is believed that the material taught will be quickly distributed to students. And even better if these educators can use modern methods and media that can increase the willingness and motivation of students to learn. And because in this Madrasah Working Group there are still things that need to be fixed, including that there are still no guidelines in the process of recruiting teaching staff, so that the implementation of the recruitment of teaching staff is still carried out in a kinship manner, and there are still educators who teach not in accordance with their background. last education. The method used in this study is a qualitative descriptive method, namely describing the facts that exist. The data collection techniques use observation, interviews, and documentation. In this study, the researchers conducted interviews with the head of the madrasa in the Madrasah Working Group at MIN 1 Pringsewu. The results of the research show that the recruitment process for educators begins with planning teacher needs, namely by analyzing existing needs, announcements of teacher vacancies, requirements that must be met by prospective teachers, selection and various tests, and determining teacher acceptance. While the factors that become obstacles in the process of recruiting educators and placing educators are: the family system, lack of professionalism in carrying out Human Resource management. Efforts made by the head of the madrasa in placing teaching staff are to provide opportunities for these teaching staff to continue their education at tertiary institutions which are in accordance with the tasks they are currently in

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charge of, prioritizing work experience, and paying attention to the attitude and appearance of prospective educators who will apply .

Key words: *Perencanaan, Penempatan, Rekrutmen Tenaga Pendidik*

PRELIMINARY

Human resources in education are very important. Therefore it must be managed properly. Human resource management in an educational institution is not just the procurement of human resources, but also the actions of the various functions or components in it. An educational institution ranging from planning, human resources, human resource development and assessment and compensation.⁴

On this occasion the author will discuss Human Resource Planning because the author is aware that educators are an aspect that plays an important role in the success of an educational institution. Power can be said to be a situational leader. That is, in the process of teaching and learning in madrasahs, the leadership of teaching staff is one of the ways or efforts made by teaching staff to influence, encourage, motivate, guide and direct students to be able to play their proper role to achieve the goals that have been set. Based on research conducted by researchers at the MIN 1 Pringsewu Madrasah Working Group, the problem in this study is the mismatch of teaching staff competencies between class teachers and subject teachers in the MIN 1 Pringsewu Madrasah Working Group.

METHOD

Qualitative research is research on research that is descriptive in nature and tends to use analysis. Process and meaning (subject perspective) are highlighted and prioritized in qualitative research. The theoretical basis is used as a guide so that the research focus is in accordance with the facts in the field. In addition, this theoretical basis is also useful for providing an overview of the research setting and as material for discussing research results. There is a fundamental difference between the role of the theoretical basis in quantitative research and qualitative research. In quantitative research, research departs from theory to data, and ends with acceptance or rejection of the theory used; whereas in qualitative research the researcher departs from the data, utilizes existing theory as explanatory material, and ends with a theory. In this case the qualitative research is research on the Management of Educators in the madrasah working group at MIN 1 Pringsewu which consists of 9 madrasahs and the main madrasah working group.

RESEARCH RESULT

In presenting data regarding the planning process for the recruitment of educators in the Madrasah Working Group at MIN 1 Pringsewu, the researcher tried to explain the existing facts through the research process either through in-depth interviews with respondents, especially respondents who had attended and were involved in the recruitment process for educators, besides that the data also researchers obtained from the results of observation and documentation studies. From the information that researchers received through informants, it can be seen and read in the

⁴ Ade, Cuandi. 2003, Madrasah Principal Leadership. Bandung: Regional Voices, h. 34

discussion that the author will describe below. The main goal in the recruitment process is to get the right educators for a particular position so that these people are able to work optimally and can survive in madrasas for a long time. Implementation of recruitment is a very important task, crucial and requires great responsibility. This is because the quality of human resources that will be used by madrasas is very dependent on the recruitment and selection procedures carried out.⁵

DISCUSSION

Based on the results of the interviews, it can be concluded that the heads of all the heads of the Islamic Elementary School working groups conducted an analysis of the teaching staff's resources, after which they conducted deliberations with other educators regarding the results of the analysis of teaching staff who experienced a shortage. therefore the head of the madrasa together with other teaching staff to plan the recruitment of educators that links it to the identification of vacancies and information about job analysis. The MIN 1 Pringsewu Madrasa Working Group is one of the madrasas that values Islam but tries to create quality next generations in the field of science and technology. Islamic values that can be taken in the recruitment process are one of them such as having a test to read the Koran properly and correctly, while for quality in the field of science and technology, namely prospective teaching staff must always be updated with developments in science and technology that are developing and not blind to knowledge and technology. so to get qualified educators in the field of Religion and Science and Technology this madrasah held a recruitment process for teaching staff which aims to obtain educators who are professional and competent in their fields.⁶

Before the recruitment process for educators is carried out there are several stages carried out. The stages are:

1. Planning

A careful planning is needed in every activity to be carried out. It will not be possible for an activity to be carried out to run effectively and efficiently and to achieve the desired goals without good planning. Planning is a preparatory step in the implementation of a job to achieve certain goals. The planning process that must be considered is preparing everything needed to achieve the goal, namely by collecting data, recording and analyzing data, and formulating decisions. The purpose of this plan is to smooth the process of implementing teacher recruitment in order to achieve institutional goals or educational goals in the Madrasah Working Group at MIN 1 Pringsewu

2. Implementation of Recruitment

The recruitment of teaching staff was based on planning results through an analysis of teacher needs carried out by the madrasah working group at MIN 1 Pringsewu. The purpose of implementing the recruitment of teaching staff is to get the right teaching staff, have competence, and be able to work optimally and be able to survive as teaching staff in each madrasa in the madrasa working group at MIN 1 Pringsewu in the long term. It's just that during the recruitment of educators in the Madrasah Working Group at MIN

⁵ Arikunto, Suharsimi. 2002, *Research Procedures An Action Research*. Jakarta: Rineka Cipta. Bafadal Ibrahim. 2008, *Increasing the Professionalism of Elementary School Teachers*. Jakarta: Earth Script.

⁶ Bahri, Samuel. "ANALYSIS OF COMPATIBILITY BETWEEN THE EDUCATIONAL BACKGROUND OF MADRASAI BTIDAIYAH TEACHERS AND THE SUBJECTS TEACHED," n.d., 10. p.3

1 Pringsewu they did not form a recruitment committee for educators and did not use social media or newspapers to notify them that there would be an opening for recruitment of educators.

As stated by the head of the madrasa above, in spreading the announcement of the recruitment of teaching staff, the madrasa did not distribute the announcement of the recruitment of teaching staff either on social media or in the newspapers, because the madrasa made use of or used a selection of applicant files that already existed beforehand. And indeed, even though recruitment was not opened before, anyone who submitted an application would still be accepted until it was later needed and summoned by the madrasah to take part in the selection at the next stage. Apart from that, some madrasahs still do not open recruitment for teaching staff, there is still a lack of professionalism in managing teaching staff resources, and there is still a family system.⁷

3. Selection

Selection of teaching staff refers to academic abilities that are based on intellectual performance and mastery, science and technology development, academic discipline, and personality. While the selection in the field of Islam is like a test of reading the Koran properly and correctly, this is important because in reality the teaching staff carry out the tasks of educating, training, and guiding, tasks that require certain patterns of behavior. Thus selection is a guarantee of the success of the Education function. The selection carried out by each madrasah in the Madrasah Working Group at MIN 1 Pringsewu, namely: administrative selection of application files, interviews, microteaching, and one month's training. However, not all madrasahs in the Madrasah Working Group at MIN 1 Pringsewu use microteaching and training tests. Most madrasahs only use file administration selection and interviews.⁸

Placement of Educators

The placement of educators should be done properly. In order for educators to carry out their duties properly and optimally, the situation and conditions of the workplace must be proper and adequate. And the work done by educators must be in accordance with their educational background. That way educators feel comfortable and love their work.

Efforts made in placing educators in the Madrasah Working Group at MIN 1 Pringsewu are educators carried out by looking at the diploma background and prioritizing S1 education even though it is not linear with the assignments given, prioritizing work experience, and paying attention to the attitude and appearance of prospective teaching staff who applied. And see the hobbies or talents possessed by applicants related to the assignments and placements that will be given the task if it has passed the selection

⁷ Ali, Hamzah. 2011, Evaluation of Mathematics Learning. Jakarta: Grafindo Persada. H.65

⁸ Wukir. 2013, Human Resource Management in School Organizations. Yogyakarta: Multi Presindo. H. 15

Tabel 1. Data on the entire teaching staff of the MIN 1 Pringsewu Madrasah Working Group

No	Madrassa name	Total Power educator	Linear Educators	Educators don't linear
1	Min1 Pringsewu	18	6	2
2	Mis Srirahayu	12	4	8
3	Mis Ma'arif Sukoharjo	12	4	8
4	Mis Sukamulya	10	6	4
5	Mis Banyurejo	8	3	5
6	Mis NurulFalah	8	6	2
7	Mis SinarJaya	8	4	4
8	Mis SinarKultum	8	3	5
9	Mis An-Nur	8	0	8

CONCLUSION

The process of recruiting teaching staff is an effort to get potential educators who have competence in their fields according to the required qualifications. The process of implementing the recruitment of teaching staff includes: planning by analyzing teacher needs, implementing recruitment such as selection, interviews and training. Factors that become obstacles in the process of recruiting teaching staff in the Madrasah Working Group at MIN 1 Pringsewu are: the family system, lack of professionalism in Human Resource management, lack of availability of teaching staff, no teacher recruitment committee assigned to be responsible for the process recruitment to completion, there is no Academic Potential Test and most madrasas do not have a microteaching test.

Efforts made in placing educators in the Madrasah Working Group at MIN 1 Pringsewu are educators carried out by looking at the diploma background and prioritizing S1 education even though it is not linear with the assignments given, prioritizing work experience, placing educators according to their talents and hobbies. owned in accordance with the tasks given, and pay attention to the attitude and appearance of prospective educators who apply.

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