

RECRUITMENT MANAGEMENT IN AN EFFORT TO IMPROVE THE QUALITY OF EDUCATORS AT SMPIT 'ABDAN SYAKURO LAMPU IMAN KARAWANG

Muhammad Rizal*

Islamic University 45 Bekasi
e-mail: rizalalfarisi84@gmail.com

Aos Kuswandi

Islamic University 45 Bekasi
e-mail: koeswandi.all@gmail.com

Muntaha Nour

Islamic University 45 Bekasi
e-mail: drmuntaha1967@gmail.com

*Correspondence e-mail: rizalalfarisi84@gmail.com

Article Info

Article History:

Received 28 June 2023

Revised 23 September 2023

Accepted 14 October 2023

Available online 21

Desember 2023

Abstracts

This study aims to analyze recruitment management in an effort to improve the quality of educators at SMPIT Lampu Iman Karawang. This study uses a qualitative method. Methods of data collection are done through observation, interviews, and documentation. Data analysis techniques include data collection, data reduction, data presentation and verification. This research resulted in the following conclusions: 1) The quality of Educators at SMPIT Lampu Iman Karawang is relatively good; 2) Recruitment management which is carried out through the process of preparing recruitment, distributing vacancy announcements through brochures on social media, receiving new applications and selecting applicants from administrative requirements, written tests, microteaching tests and interviews; 3) Factors hindering recruitment are the difficulties in getting educators who are in accordance with the academic fields needed by schools. From the results of the study it can be concluded that with planned, measurable and objective recruitment management can improve the quality of educators.

Keyword:

Recruitment Management, Educator Quality, Integrated Islamic Middle School 'Abdan Syakuro Faith Lights Karawang

Introduction

Quality education born from system good planning (good planning system) with material and good governance system delivered by good teachers with component quality education, in particular teacher (Mulyasana, 2012, p. 120). Information data analysis the need for madrasa teachers in Karawang district shows that Still Lots deficient school educators, like eye Indonesian, English and eye lessons lesson general other. Just a few schools just have sufficient the need for appropriate linear teachers with field academics, like eye Islamic Religious Education lessons. With presentation of the data, it is expected school can take policy recruitment educator in accordance needs, in increase quality education in Karawang district (kemenag, 2023).

SMPIT ' Abdan Syakuro the Lamp of Faith Karawang is the only one implementing school the concept of Semi Boarding School Education (SBS). Based on results observation

beginning at SMPIT 'Abdan Syakuro Faith Lamp Falkirk, that amount educator with qualification high school /vocational school equivalent amount one person, with qualification academic D4 or S1 total ten people, with qualification Academic S2 numbered two people, and with qualification academic doctoral degree one person, with a total four mercy educator. Based on observation beginning there is emptiness educator eye lesson tahfidz Al-Qur'an specifically sisters.

Problems others that appeared in SMPIT 'Abdan Syakuro Lamp of Faith Karawang among others, still there is educators who have not fulfil standard qualification lowest academic namely diploma four (D-IV) or Bachelor (S1) or own certificate educator. There are still many educators who teach No in accordance with background behind qualification academic. Not yet vacancy Work educator new to use fulfil emptiness educators who teach eye lesson tahfidz Al-Qur'an. There is less educators show ethos work and responsibility as educators, like present late to school and home more beginning from time that has determined.

According to Nuryani and Handayani explain that low quality power educators in Indonesia caused by: 1) Low system Enhancement Profession Sustainable (PKB). 2) Not yet effective implementation recruitment power educator. 3) Teacher capacity is not yet qualified S-1. 4) No the sync knowledge discipline with studies that have enabled.

Based on explanation on researcher interested for do research at SMPIT ' Abdan Syakuro Faith Lights Karawang about How management recruitment and quality educator, framed in title “Management Recruitment In Efforts to Improve Quality Educators at SMPIT ' Abdan Syakuro Lamp of Faith Karawang”

Methods

Method in study This use method qualitative descriptive. Sugiyono state that study qualitative is philosophy-based research postpositivism, is used for examine the conditions object natural. (sugiyono, 2015, p. 15). Deep data source study This shared of two types (sugiyono, 2015, p. 53), a. Main data source through interviews and observations. b. Data sources include circumstances educators, educator data, documentation from the mass media. More data collection techniques a lot on observation participate (*Participant Observation*), interviews in depth (in *depth interview*) and documentation (sugiyono, 2015, p. 309). Study this, researcher obtain information from Head School, Deputy head school field curriculum, educators, and field managers source Power the people of the Faith Lamp Foundation played a role in a manner direct in management recruitment in effort increase quality educator at SMPIT 'Abdan Syakuro the Karawang Faith Lamp which has objective for obtain information. Study This use technique data analysis with technical analysis Interactive Miles and Huberman model. As for the steps, as following: data collection, data reduction, display or data presentation and retrieval conclusion Then verified (Miles, 2014).

Results and Discussion

Findings

1. Quality Educators at SMPIT ' Abdan Syakuro Faith Light

Table 4.5
circumstances SMPIT Educator 'Abdan Syakuro Faith Light
Year Teachings 2022-2023

No	Name Educator	JK	Education Final	Position	Educator Status
1	Dr. Imanuddin Kamil, Lc, M.Pd.I .	L	S 3 - Islamic education	Head School, PAI Teacher (Imla / Mahfuzhat)	Permanent Teacher of the Foundation
2	Shafe'i Greetings	L	Madrasa Aliy a h	Teacher PAI (Aqidah, date)	Permanent Teacher of the Foundation
3	Liza Salsabila	P	Educational Research and Evaluation	Teacher IPA	Honorary Teacher

4	Abdullah Azzam	L	S1-Tafsir Hadith	Teacher PAI (Fiqih, morals), Teacher Tahsin/Tahfidz	Permanent Teacher of the Foundation
5	Hasiki Akbar	L	S1 – Civil Engineering	Teacher IPS	Permanent Teacher of the Foundation
6	Reza Azhari Muslim	L	S1-Tarbiyah	Wakasek Studentship, Teacher PAI (Fiqih , B. Arabic)	Permanent Teacher of the Foundation
7	Yudi Yansyah	L	S1-English Education	Teacher Sports, Teacher B. English	Permanent Teacher of the Foundation
8	Suskiani Mardiyah	P	S1- Mathematics Education	Wakasek Curriculum, Teacher MTK, Teacher B. Sun da	Permanent Teacher of the Foundation
9	Rifa Khoerunisa	P	Islamic Communication and Broadcasting	Teacher IPS, B. Indonesia	Permanent Teacher of the Foundation
10	Faisal Kamil	L	S1-English Education	PPKn teacher, ICT teacher, B. English	Permanent Teacher of the Foundation
11	Nafisa Najiyah	P	S1-Psychology	Teacher B K	Permanent Teacher of the Foundation
12	Arip Sulaeman	L	S1-Islamic Religious Education	Scout Teacher	Permanent Teacher of the Foundation
13	Hesti Nur Utami	P	S1- Physical Education, Health and Recreation	Sports Teacher	Honorary Teacher
14	Rizqianah Willy Eprisa	P	S1-Fine Arts Education	Teacher SBDP	Permanent Teacher of the Foundation

Based on explanation table 4.5 can indicated that majority whole educators who teach at SMPIT ' Abdan Syakuro This Light of Faith own education strata 1 (S1), strata 2 (S2), and strata 3 (S3), with alumni from different campuses , in matter This educator at SMPIT ' Abdan Syakuro The Light of Faith is one of them take major education various type major in accordance with what is needed, in between majors related educators that is , majors tarbiyah (Lc) as much as 1 person, majors Islamic religious education as many as 1 person, majors psychology as many as 1 person, majors education mathematics as many as 1 person, majors English education as many as 2 people, majoring in hadith interpretation as many as 1 person, majoring in Civil Engineering as many as 1 person, majors education art shape as many as 1 person, majors education Physical , Health and Recreation 1 person, majoring in master (S2) Islamic Communication and Broadcasting 1 person, majoring in master (S2) Educational Research and Evaluation 1 person, majoring in doctoral (S3) Islamic Religious Education as many as 1 person, and not yet graduated from madrasah Aliyah (MA). own qualification academic 1 bachelor 's degree.

2. Management Recruitment at SMPIT ' Abdan Syakuro Faith Light

Based on results observation fieldwork, interviews and studies the researcher 's documentation do at SMPIT' Abdan Syakuro the Light of Faith then data obtained that steps management recruitment educator at SMPIT' Abdan Syakuro the Lamp of Faith is as following;

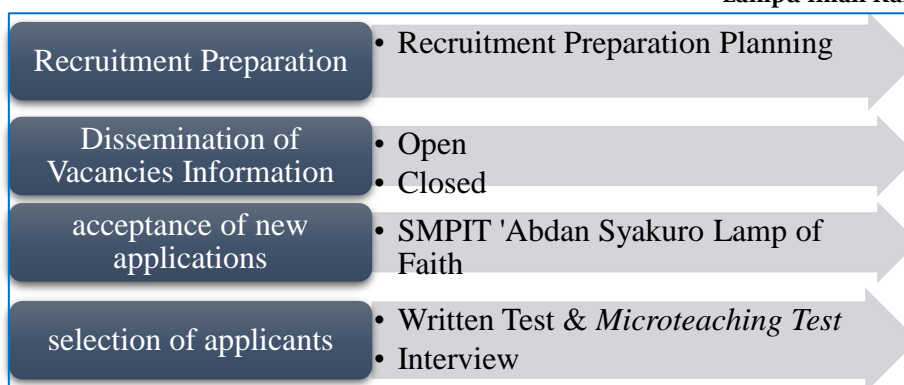


Figure 4.3

Management Chart Recruitment

Based on figure 4.3 chart management recruitment SMPIT educator ' Abdan Syakuro Lamp of Faith, got seen that process started from preparation recruitment ie determination How many amount educators needed by schools, then deployment information vacancy work done in a manner closed that is information SMPIT unit internal vacancies only, and SMPIT will look for educator new. Furthermore, deployment information in a manner open, ie party school inform vacancy to educators in SMPIT and SDIT units for follow find educator new. Third step is reception file application at a time election candidate able applicants follow test selection from submitted files with suitability criteria that have made. Compliant applicants condition furthermore contacted for can follow test selection educator. From the results selection so done reduction or election candidate applicants who have passed as educator at SMPIT ' Abdan Syakuro Faith Light.

3. Obstacle recruitment educator as well as efforts made in overcome obstacle recruitment educator at SMPIT ' Abdan Syakuro Faith Light

Obstacle in recruitment is how difficult look for educators who have appropriate educational background with what is needed school. Attempts made in overcome obstacle the is with more often inform vacancy work, or mutation task teach educator from SDIT units to SMPIT units, for fill in emptiness educator.

Discussion

1. Management Recruitment

Management recruitment is something step determination in implementation something work For reach objective certain. Drafting process must plan noticed is prepare all something needed in reach objective that is with concluding data, recording and analyzing data, as well formulate decision (Ririn Fadillah, 2020). Management recruitment is series activity in a manner directed to use get source Power expected human (Sandela, 2019).

According to Rivai that objective recruitment is accept applicant as much in accordance with qualification need company from various source, so possible will netted employee with quality highest of the best (Komariyah, 2021). According to Ulfatin and Triwiyanto There is a number of reason to be base necessity activity teacher recruitment in a school, namely: 1) Expansion school, 2) The teacher resigned self, 3) Existence mutation and transfer of teachers to school or position others, 4) Procurement or establishment school new.

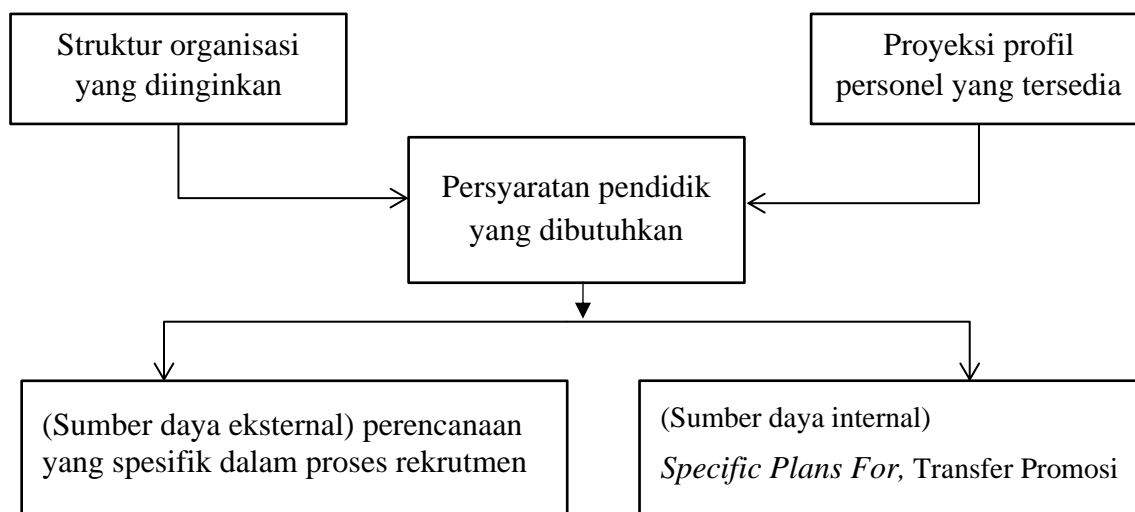


Figure 2.1
Draft Planning Educator

Based on Draft Planning Educators in Figure 2.1 can analyzed to need source Power man A organization must done. This analysis done with *job description* (description job) and *job specification* (specification work) which in the end will generate man specification (job human). *Job specifications* will do one selection process for get source Power human resources (HR) required in accordance with criteria and qualifications that have been set, forget appropriate personnel with need. Forget appropriate employee _ with criteria organization, there are two sources recruitment, that is internal sources and sources external. (Syarbini, 2013) Recruitment process educator done through four activities, namely: (1) preparation recruitment, (2) deployment announcement, (3) acceptance application new (4) selection applicant (Komariyah, 2021, p. 104).

According to Alert constraint Implementation of the recruitment process in seek and find candidate employees, including: 1) Factors organizational, 2) Factors habit seeker power work, 3) Factor condition work, 4) Factor condition external, 5) Factors Power pull work (Sondang, 2012).

2. Quality Educator

According to M. Rusni Eka Putra, argues that educator is power on duty professional plan and carry out the learning process, assess results learning, doing mentoring and training, as well do research and service to society (Putra, 2018).

Educator according to Constitution Number 20 of 2003 article 39 paragraph 2 Educators is professional staff on duty plan and carry out the learning process, assess results learning, doing mentoring and training, as well do research and service to society, especially for educator at college high. Next, in Permendikbud Research and Technology Number 32 of 2022 concerning Minimum Education Service Technical Standards, Article 24 paragraph 2 concerning Type educator at school Intermediate First namely: (a) eye teacher lesson in accordance with need curriculum; (b) guidance and counseling teachers; and (c) supervising teacher special for unit education that has Participant educate disabled disability. As for Quality educator at school Intermediate First must fulfil condition as following: (a) qualification academic minimum Diploma four (D-IV) or Bachelor (S1); and (b) have certificate educator.

Law No. 14 of 2005 concerning Teachers and Lecturers, qualifications academic This must proven through teacher mastery of four competence main ie competence pedagogical, competence professional, competence personality, and competence social (Komariyah, 2021). The competencies that must be owned educator professional is competence pedagogy, competence personality, competence professionalism, and competence social (Syaiful, 2014).

In a professional educator must own the required competencies good by the rules government nor need society. Educator own rights and obligations in carry out task namely:

- 1) Educator entitled obtain:
 - a) Earnings and guarantees well-being socially appropriate and adequate.
 - b) Awards in accordance with tasks and achievements work.
 - c) Construction career in accordance with demands development quality.
 - d) Protection law in carry out duties and rights on results riches intellectual.
 - e) Opportunity For use facilities, infrastructure, and facilities education for support smoothness implementation task.
- 2) Educator obliged:
 - a. Create atmosphere education that is meaningful, fun, creative, dynamic, and dialogical.
 - b. Have commitment professionally for increase quality education.
 - c. Give example and care Name Good institution, profession, and position in accordance with given trust to him.

Analysis

1. Quality Educator

Based on table 4.5 can analyzed that majority whole educators who teach at SMPIT ' Abdan Syakuro This Light of Faith own education strata 1 (S1), strata 2 (S2), and strata 3 (S3), with alumni from different campuses , in matter This educator at SMPIT ' Abdan Syakuro The Light of Faith is one of them take major education various type majors , accordingly with what is needed school , among majors related educators that is majors tarbiyah (Lc) as much as 1 person, majors Islamic religious education as many as 1 person, majors psychology as many as 1 person, majors education mathematics as many as 1 person, majors English education _ as many as 2 people, majoring in hadith interpretation as many as 1 person, majoring in Civil Engineering as many as 1 person, majors education art shape as many as 1 person, majors education Physical, Health and Recreation 1 person, majoring in master (S2) Islamic Communication and Broadcasting 1 person, majoring in master (S2) Educational Research and Evaluation 1 person, majoring in doctoral (S3) Islamic Religious Education as many as 1 person, and not yet graduated from madrasah Aliyah (MA). own qualification academic 1 bachelor 's degree.

Based on results findings researcher related with obligation educator that is educators who have background education bachelor in accordance with eye lessons taught, have percentage Enough Good in create atmosphere education that is meaningful, fun, creative, dynamic, and dialogical. Obligation educator other that is commitment professionally for increase quality education, based on observation researcher, educator at SMPIT ' Abdan Syakuro Light of Faith yet Enough Good in professional commitment to increase education quality. Obligation educator furthermore is educator give example and care Name Good institution, profession, and position in accordance with given trust to him, based on observation researcher, educator at SMPIT 'Abdan Syakuro the Light of Faith is sufficient Good proven with one educator named Mrs. Rizqianah Willy Eprisa have graduated from education teaching profession (PPG) in 2022.

Findings study in accordance theory Malay Hasibun that development quality educator is something business for increase ability technical, theoretical, conceptual, and moral educators in accordance with need work or position through education and training. Education improves skill theoretical, conceptual and moral educators whereas exercise aim for increase Skills technical implementation work educator (Hasibuan, 2015). Moekijat also stated that development quality educator is every business for repair implementation current job nor will come with give information, influence attitude or add prowess. In other words, development quality educator is every intended activity for change behavior, behavior that consists from knowledge, skills and attitudes (Moekijat, 2015). According to kadisman development quality

educator, is must activity held organization, in order to knowledge, abilities, and skills they in accordance with demands work being done as enhancement quality man in meaning physique nor mentally. Opinion another that was revealed by Fastino, that what is meant with development source Power man is a planning process education, training, and management power or employee for reach something optimal results. Development is drawing, selection, development, use and maintenance source Power people by organizations (Kardasiman, 2013).

Based on results description above, got concluded that quality SMPIT educator 'Abdan Syakuro the Light of Faith is on Enough Good in fulfil Minimum Education Service Technical Standards based on Permendikbud Research and Technology Number 32 of 2022, that is educator eye lesson in accordance with need curriculum as well as there is educator guidance and counseling. As for the qualifications academic educator in SMPIT 'Abdan Syakuro Light of Faith yet Enough Good in fulfil condition that is Bachelor (S1), because there is one educator named Mr Syafe'i Greetings Not yet undergraduate degree. Furthermore, SMPIT educator 'Abdan Syakuro the Karawang Faith Lamp is already Enough Good in operate his obligations in create atmosphere education that is meaningful, fun, creative, dynamic, and dialogical. As well as provide example and care Name Good institutions and professions. However, SMPIT educator 'Abdan Syakuro the Karawang Faith lamp is still on need increase commitment in individual educator For professionally improve quality education at SMPIT 'Abdan Syakuro Faith Lights Karawang.

2. Management Recruitment

a. Preparation recruitment

Based on research, if channel planning with Top-Down approach will be impact on the recruitment process, such as No exists deployment information vacancy For external, vacancies usually only For internal circles, for example happen transfer task teach from SDIT units to SMPIT units. Whereas If channel Bottom-Up approach exists deployment information vacancy For circles external school. Planning recruitment the process started from clear specifications from need educator in limitation specified time. (Indra, 2021)

b. Spread Information Vacancy

Research results showing that in deployment information vacancy more often using social media Whatsapp, without exists pamphlet or brochure related time implementation recruitment, formation and required qualifications, requirements file application, and method delivery file application.

c. Reception Application Educator

Committee check completeness condition administration, then inform to applicant If they pass the stage selection administration. As for the activities carried out committee according to Isnaini includes (a) serve applicant; (b) check all Completeness of application data; (c) check contained content in the application data. (Listanti, 2014)

d. Selection Educator

Selection stage First This is evaluation document administration / portfolio candidate educators who have send file application. Selection stage second that is test written which includes: a) Potential Test Academic (TPA) accordingly with field study / expertise taught, b) Knowledge of Islamic Religion, test This done for test knowledge applicant about various thing, and test This For test view applicant about religious knowledge. Third test is a practice test teaching / *microteaching*. stage fourth that is test interview.

Based on study that candidate educator new, through stages this. Interview meant For measure and know aspects as following: a) View Islam and Solutions Problems, b) Commitment, dedication, and integrity Interview Work become moment For evaluate properties applicant like appearance personality, temperament, stability emotion, maturity, attitude, motivation, and interest (Simamora, 2006). As for the Announcement results selection

educator at SMPIT 'Abdan Syakuro Lamp of Faith, decision new Can set after get considerations and decisions from Foundation Leader.

3. Obstacle recruitment educator as well as effort What just do in overcome obstacle recruitment educator at SMPIT 'Abdan Syakuro Faith Lights Karawang

Obstacle in the recruitment process educator at SMPIT 'Abdan Syakuro Faith Lights Karawang as following:

- a. Internal between others: 1) System Family, 2) Lack Coordination, 3) Responsibility Committee, 4) Benchmarks,
- b. External, among others 1) Availability Educator

Conclusion

1. Quality SMPIT educator ' Abdan Syakuro Lamp of Faith is already well within fulfil Minimum Education Service Technical Standards based on Permendikbud Research and Technology Number 32 of 2022, that is educator eye lesson as needed curriculum as well as there is educator guidance and counseling. As for the qualifications academic educator at SMPIT 'Abdan Syakuro Lamp of Faith has not been good enough inside fulfil condition that is Bachelor (S1), Next SMPIT educator ' Abdan Syakuro Lamp of Faith Karawang already pretty good inside operate his obligations in create atmosphere education that is meaningful, fun, creative, dynamic, and dialogical. As well as provide example and care reputation of the institution and profession. However, SMPIT educator ' Abdan Syakuro the Lamp of Faith Karawang is still on need increase commitment in individual educators to professionally improve quality education at SMPIT ' Abdan Syakuro Lamp of Faith Karawang.
2. Management Recruitment is done by process, namely; 1) preparation recruitment, by doing analysis need educator, form committee recruitment educator, determination requirements for candidates educator, determination method recruitment (Top Down or Bottom Up), setup material exam selection, like a test religious and material knowledge general 2) deployment announcement vacancy through social media, 3) acceptance new applications and, 4) selection applicants through stages completeness administration, test written test, microteaching test and interview. Management results recruitment conducted at SMPIT 'Abdan Syakuro Lamp of Faith in the 2021/2022 Academic Year to 2022/2023 Academic Year there are 5 educators, including 4 educators' men, and 1 educator girl. Then SMPIT 'Abdan Syakuro Lampu Iman recruited 4 S1-Bachelor of Education educators and 1 Masters of Education educator. Based on explanation the management recruitment, which was carried out by SMPIT ' Abdan Syakuro Lamp of Faith already pretty well executed.
3. Inhibiting factors internal recruitment of school institutions is; 1) System Family, 2) Lack Coordination, 3) Responsibility Committee 4) Q megrim measure or standard appraisal. The inhibiting factors recruitment from external school institution is availability appropriate educator field academic requirements of the school. Attempts made in overcome obstacle the is with more often inform vacancy work and carry out method Top-Down recruitment is submission bid source Power educator from Committee in this is the HR Division to be placed at SMPIT ' Abdan Syakuro Lamp of Faith.

References

Fadillah , Ririn , Mahmud MY, and Riftiyanti Savitri, “ *Management Recruitment of Educators at Mts Darussalam Muara Tembesi* ,” JMIE (Journal of Management in Education) 5, no. 1 (2021): 17–22, <https://doi.org/10.30631/jmie.2020.51.16-22>.

Hasibuan, Malayu. SP 2016. *Management Human Resources*. Jakarta: PT. Earth Script.

Indra, Made, 2021. *Introduction Management*, Yogyakarta: Throne Media Group.

- Jauhari, Jaja and Amirulloh Syarbini, 2013. *Madrasah Management*. Bandung: Alfabeta.
- Kadarisman, 2013. *Management Development Human Resources*, (PT. Raja Grafindo Persada, Jakarta.
- Komariyah, Laili, et al. 2021. *Management 21st Century Educators & Education Personnel*. Aceh: Muhammad Zaini.
- Listanti, AN, & Nurhikmahyanti, D. 2014. *Recruitment and Selection of Teachers at Al-Islan Krian High School*. *Inspiration Journal Education Management*.
- Miles, MB, Huberman, AM, & Saldana, J. 2014. *Qualitative Data Analysis, A Methods Sourcebook, Edition 3*. (USA: Sage Publications. Translation Tjetjep Rohindi Rohidi, UI-Press).
- Moekijat, 2015. *HR Training and Development, Edition 4th*. Bandung: PT Mandar Maju.
- Mulyasa, Dedi, 2012. *Quality and Empowerment Education Saing*, Bandung: PT. Teenager Rosdakarya.
- Putra, M. Rusni Eka, 2018. *Journal. Management of Educators at Mutiara Cendekia Lubuklinggau Elementary School* . Volume 1, Number 1, June 2018: <https://doi.org/10.31539/alignment.v1i1.276>
- Sagala, Syaiful, 2014. *Ability Professional Teachers and Education Personnel*, Bandung: Alfabeta.
- Sandela, Maivia, “ Management Recruitment of Educators at Sdit Sa'adiyah Subdistrict Lemur Regency Solok ,” *Al- Fikrah : Journal of Education Management* 7, no. 2 (2019): 155, <https://doi.org/10.31958/jaf.v7i2.1674>
- Siagian P. Sondang, 2012. *Management source Power human*, Jakarta: Earth Script.
- Simamora, Henry, 2006. *Management Human Resources*. Yogyakarta: STIE YKPN.
- Sugiyono, 2015. *Method Educational Research*. Bandung: Alfabeta.
- <https://simpatika.kemenag.go.id/madrasah/NEED-GURU> accessed on June 9, 2023.