The Role of Human Resource Management in Increasing the Professionalism of Islamic Teachers at *MTs Al-Hamidy* Kebon Talo

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Abstract: This research aims to describe the role of human resource management in increasing the professionalism of Islamic teachers at *MTs Al-Hamidy* Kebon Talo. This research uses descriptive qualitative methods. Data collection techniques were carried out using interviews, observation and documentation. The resource persons in this research were the principal, Vice Principal for Curriculum, and *MTs Al-Hamidy* teachers. Data was analyzed by data reduction, data presentation and verification. The results of the research can be concluded, including: human resource management has an important role In developing the professionalism of Islamic teachers, this can be seen through the human resource management process in developing the professionalism of Islamic teachers at *MTs Al-Hamidy*, namely 1) Planned HR Planning: HR planning at *MTs Al-Hamidy* involves analyzing the school's needs and staff development goals, so that training and development programs can be prepared appropriately. 2) Strict Recruitment and Selection: Strict policies in the teacher recruitment and selection process ensure that the teachers recruited have the appropriate qualifications and competencies, and are able to instill Islamic values in students in a professional manner. 3) Continuous Competency Development: HR management is active in identifying teacher professional development needs and providing support in training and the use of technology to improve teacher capabilities, especially in the IT field. 4) Attention to Well-Being and Motivation: Attention to teacher welfare as well as providing incentives and motivation helps in improving teacher performance and ability in facing challenges in the era of digital education. 5) Building an Organizational Culture that Encourages Professional Growth: An organizational culture that encourages collaboration between teachers and creates a positive work environment helps in motivating teachers to improve their professionalism.

Keywords: Human Resource Management; Professionalism; Islamic Teachers

INTRODUCTION

Education is the most important investment for a nation, especially for developing nations. Development can be carried out by humans who are prepared through education, which aims to improve the quality of human resources (Bestri, Aniska, Ikon, Nellitawati, & Marsidin, 2022). One effort to improve the quality of human resources is through the learning process in

schools. In an effort to improve the quality of education, teachers are a component of human resources that must be nurtured and developed continuously. Teachers' potential resources need to grow and develop so that they can carry out their duties professionally (Ikhwanuddin, 2020).

Therefore, human resource management (HR) is an important element in organizational management, including Islamic education management. Even though technology continues to develop, human factors still play a key role in the success of an organization. HR management is essentially management itself, which includes planning, organizing, coordinating, implementing and supervising various aspects of the workforce to achieve organizational goals (Bairizki, 2020). HR management is also defined as the management and maximum utilization of individual resources in the world of work to achieve organizational goals and individual employee development (Udin & M.Or, 2020)

Quality human resources are measured by their ability to produce work results that match the required qualifications, such as abilities, skills, skills, attitudes and behavior (Kristyowati & Th, 2021). Teachers, as the educational resource most directly related to educational activities, have a major impact on the quality of learning outcomes, which ultimately determines the quality of graduates. School principals as leaders must pay attention to factors that can improve the quality of teachers so that they work professionally and are able to improve the quality of education, especially in instilling Islamic values in students, because looking at the current era of globalization, increasingly modern developments, making a big challenge for educational institutions, to be able to produce the nation's children who not only have good knowledge and skills, but also have Islamic values within themselves (Ismail & Sumaila, 2020). Therefore, it is necessary to have professional Islamic teachers to improve the quality of Islamic education. Including *MTs Al-Hamidy* Kebon Talo. Based on the results of initial observations by researchers*, MTs Al-Hamidy* Kebon Talo is a junior secondary Islamic education institution in the Kebon Talo area,sheet subdistrict, which has a strong commitment to improving the quality of Islamic education and producing students who not only have good knowledge and skills but have good character with Islamic values. Therefore, increasing teacher professionalism is the first center in improving the quality of Islamic education, because teachers play an important role in the process of teaching and learning activities. Apart from that, researchers saw a significant increase in teacher professionalism at *MTs Al-Hamidy* Kebon Talo compared to the previous period. This increase can be seen from the educational qualifications of the teachers and the competencies they have in their respective fields. Seeing this positive development, researchers are interested in exploring the role of human resource management in increasing the professionalism of Islamic teachers at

MTs Al-Hamidy Kebon Talo. Thus, this research aims to explore how HR management contributes to increasing teacher professionalism and improving the quality of Islamic education in these institutions. by raising a topic **"**The Role of Human Resource Management in Increasing the Professionalism of Islamic Teachers at *MTs Al-Hamidy* Kebon Talo"..

RESEARCH METHODOLOGY

The method used in this research is descriptive qualitative research. Qualitative research is a research procedure that produces descriptive data in the form of written and spoken words from people and observed behavior. Qualitative research aims to obtain data that is more complete, more in-depth, credible and meaningful, so that the research objectives can be achieved**i** (Safitri, Yunianti, & Rostika, 2022)**.** Thus, in qualitative research the researcher becomes the source of the instrument, namely the data collector directly. The research location is located at *MTs Al-Hamidy* Kebon Talo, sheet subdistrict, West Lombok Regency. The data collection techniques used were observation, documentation and interviews. As for data analysis techniques, researchers use data analysis procedures in accordance with the explanation according to Miles, Hubermen in Sugiyono that the stages carried out in data analysis are; First, reduce the data, where if the data obtained from the field is quite large, then the researcher needs to summarize and choose the things that are the focus of the problem in this research, then present the data, in presenting the data from the interviews that have been conducted and the researcher has summarized and has grouped, then the researcher presents it according to the focus of the problem in this research and the final step in data analysis is drawing conclusions according to the data that has been obtained and presented in accordance with the focus of the problem in this research, namely "The Role of Human Resource Management in Increasing the Professionalism of Islamic Teachers at *MTs Al-Hamidy* Kebon Talo"

RESULTS AND DISCUSSION

MTs Al-Hamidy Kebon Talo is an *MTs* school with private status in the district. Sheet, District. West Lombok, West Nusa Tenggara, was founded in 2005 and is under the auspices of the Ministry of Religion and the Al-Hamidy Islamic Boarding School Foundation. At the beginning of its establishment, *MTs Al-Hamidy* was little known and less popular with the local community. And the students at that time numbered around 30 students. Most of the students who registered were due to their parents' inability to send them to school elsewhere, and *MTs Al-Hamidy* accepted new students without administration fees at that time. Facilities and teacher staff at that time were still lacking to support

teaching and learning activities to run effectively. However, with the determination and efforts of the management, *MTs Al-Hamidy* succeeded in obtaining B Accreditation in 2016 with a total of 156 students and 10 teaching staff. Most of the teaching staff at that time were still high school graduates and only a few had Bachelor's qualifications (Agustina & Rahaju, 2021). The implementation of good human resource management at *MTs Al-Hamidy* Kebon Talo has brought significant improvements every year. In the 2021-2024 academic year, *MTs Al-Hamidy* is now increasingly advanced with the quality and completeness of facilities and infrastructure, especially teaching staff who are professional and on average have S1-S2 educational qualifications and have respective abilities in their respective fields. As well as being able to produce graduate students who are intelligent, creative and have good character. For this reason, many people send their children to *MTs Al-Hamidy*, not only the surrounding community but also the outside community. For this reason, human resource management has an important role in increasing the professionalism of Islamic teachers at *MTs Al-Hamidy*.

Human Resource Management is defined as activities that must be carried out starting from the time teachers and education are recruited into Islamic educational institutions through the process of Human Resources planning, recruitment, selection, compensation, education and development training until dismissal if the human resources no longer meet the qualifications. determined by the institution. (Hasanah, 2017) Human resource management, in this case teachers, absolutely must be implemented by the school principal as the leader of the Islamic education institution so that teachers can be utilized efficiently and effectively to achieve optimal Islamic education goals (Ernawati & Susanti, 2022). In this case Human Resources Management (HR) has an important role in supporting the development of teacher professionalism in Islamic educational institutions. In accordance with this, a school principal should be able to position, motivate, evaluate, direct and develop the talents of each teaching staff and employee and be able to align individual and organizational goals (Rafid & Tinus, 2019). Explain the elements that exist in the human resource management process, namely:

1. Human Resources Planning

HR planning is considered a very important process because it is related to the initial process of determining what will be done in the future regarding the availability of required human resources (Rafid & Tinus, 2019). Therefore, precision is needed so that appropriate planning can be formulated and maximum results can be obtained. As Allah SWT says in the Al-Qur'an, Surah Shaad verse 27, which means: "*And We did not create the heavens and the earth and*

what is between them in vain. That is the opinion of those who disbelieve, so woe to those who disbelieve because they will go to hell."

This verse explains that the universe and everything contained in it was created by Allah perfectly. Apart from that, another lesson that can be taken from this verse is the need for careful planning before doing something. Based on the results of the researcher's interview with the school principal regarding human resource planning in increasing the professionalism of Islamic teachers at *MTs Al-Hamidy* that in planning management, the principal plans the needs and development of teaching staff which includes identifying ongoing training and development needs to improve the skills and knowledge of Islamic teachers at Mts Al-Hamidy. Planning is carried out based on an analysis of school needs and staff development goals. Procurement of Resources, One Humans. (Ikhwanuddin, 2020)

2. The HR procurement process consists of several stages, namely:

   a. Recruitment: if there is a teacher vacancy then the recruitment process should be carried out immediately. In Al-Quran Surah Az-Zukhruf verse 32 Allah SWT says which means "*Are they those who divide the grace of your Lord? We are the ones who determine their livelihood in this worldly life, and We have raised some of them above others by several degrees, so that some of them can take advantage of others. And the mercy of your Lord is better than what they collect.*" The recruitment process has been carried out when there has been a decision and announcement regarding filling teacher vacancies until several application documents have been received. The recruitment process is said to have ended when applicants who have sent their applications are accepted and fill the vacancies at the institution concerned. (World & Research, 2023)

   b. Selection: the selection process must be carried out carefully, because prospective teachers must meet the required criteria and have several types of competencies, including pedagogical, personality, professional and social (Nasser, Arifudin, Barlian, & Sauri, 2021). However, the most important thing is that teachers who are selected to enter Islamic educational institutions must be devoted to Allah SWT and have noble character in accordance with Islamic teachings because teachers are role models for their students. Therefore, applicants must be selected very carefully and meticulously so that teachers who meet the expected criteria are obtained. Islam teaches that any work must be done correctly and professionally so that a real expert must do it. Prophet Muhammad SAW said, "*When a business/job is handed over to someone who is not a member, then prepare to face destruction*" (HR. Bukhari). Based on the results of interviews

with the principal and head of curriculum at *MTs Al-Hamidy*, in the management of recruitment and selection at *MTs Al-Hamidy*. *MTs Al-Hamidy* Kebon Talo has a strict policy in the teacher recruitment and selection process. Head The school ensures that the teachers it recruits have Minimum educational qualifications: Bachelor's Degree or equivalent, and have good competence and personality. This is not only related to the ability to master the material, but the ability to instill Islamic values in students and be able to carry out their duties professionally (Gultom, 2020). Likewise, what was conveyed by the head of curriculum was that "Human resource management has a very important role in increasing the professionalism of teachers at *MTs Al-Hamidy* Kebon Talo. "Because of the school's efforts in HR management in managing the teacher recruitment and selection process strictly, the school, especially students, has quality teaching staff who are able to instill Islamic values in students well." The following is data on teaching and education staff at *MTs Al-Hamidy* Kebon Talo based on their educational qualifications:

Table 1: Data on Talo Educators and Education Personnel

No.	Level of education	Number and Status of Teachers				Amount
		GTY		GTT		
		L	P	L	P	
1	S2	1	-	-	-	1
2	S1	9	10	1	1	21
3	D-4	-	-	-	-	-
4	D3	-	-	-	-	
5	D2	-	-	-	-	-
6	D1	-	-	-	-	-
7	≤ High school/equivalent	-	-	-	-	-
	Amount	9	10	1	1	22

3. Training and development

It is hoped that Islamic educational institutions can contribute to producing quality human beings, so that teachers, both those who have just started teaching and those who have been teaching for a long time, are required to always improve their knowledge, abilities, expertise and skills continuously so that their work productivity also increases (Hidayatulloh, Irawan, & Priatna, 2023). Considering the rapidly developing era, training and development is a need that cannot be ignored because it is a form of human investment

(Rohman, 2019). Training and development really helps improve teachers' abilities in carrying out current tasks, while development is more oriented towards increasing work productivity in the future. Allah SWT. explains that in carrying out training and development of human resources, it should be done through wisdom as stated in the Al-Qur'an Surah An-Nahl verse 125 which reads: "Call (people) to the path of your Lord with wisdom and good teaching, and argue with them in a good way. Indeed, your Lord, He knows better who goes astray from His path and He knows better who is guided". At *MTs Al-Hamidy*, HR Management Competency Development actively identifies the need for teacher professionalism development. In this case, the principal always supports teachers to take part in various training that can improve their abilities and skills. Apart from that, the principal provides technological facilities and internet access to help teachers at *MTs Al-Hamidy* improve their skills in the field of IT (Information Technology). This was also conveyed by one of the teachers at *MTs Al-Hamidy*, who said, "I also feel the positive impact of the HR management approach in developing the competence of teachers (Yudha, 2021). We are encouraged to continue to develop ourselves through training and technological facilities provided by the school, such as the availability of computer facilities and internet access to improve IT skills (Busro, 2018). This helps us become more competent teachers and ready to face today's educational demands."

Figure 1. Training Activities for Developing Teacher Competency Mastery in the Field of Information Technology

1) Achievement Compensation

Compensation for the performance achieved by teachers in Islamic educational institutions should be given by upholding the values of truth and justice (Muh Ibnu Sholeh, 2023). As implied in Al-Qur'an surah *Al-Maaidah* verse 8 which means "O people of faith, you should be those who always uphold (the truth) for the sake of Allah, be witnesses with justice.

And never let your hatred of a race drive you to act unjustly. Be fair, because fairness is closer to piety. And fear Allah, verily Allah is All-Knowing of what you do." In addition, compensation is given so that the teachers are more motivated in carrying out all their responsibilities and of course more motivated to continue to perform. Based on the results of an interview with the school principal regarding Welfare and Motivation, he said that "in this case of course we pay attention to the welfare of teachers, because this also influences the performance of teachers in carrying out their duties well, for this reason, apart from teachers receiving honorarium for honorary teachers, teachers also get incentives. So teacher welfare also influences teacher professionalism at work. Apart from motivation, we always provide motivation and support to the teachers here to continue to improve their abilities, encouraging them to continue to progress and face challenges and developments in the era of digital education. (Masruroh, Mansur, & Wiyono, 2022)

2) Maintenance of Working Relations

In an Islamic educational institution, the relationship between teachers, teachers and principals or other officials must be created in a harmonious relationship in order to create a conducive working environment so as to be able to motivate the members of the institution in carrying out all their duties and responsibilities comfortably (Hidayatulloh et al., 2023). From Abu Dzar Al Ghifari, may God bless him and grant him peace, he said: "The Messenger of God, may God bless him and grant him peace, said, 'Fear God wherever you are, and you should, after doing bad deeds, do good deeds that can erase them. And associate with others with good morals" (HR. Ahmad & Tirmidzi)

In Law of the Republic of Indonesia Number 14 of 2005 concerning Teachers and Lecturers Chapter III Article 7 Paragraph 2 it is stated that the empowerment of the teaching profession must be carried out through self-development activities which are carried out democratically, fairly, non-discriminatory and sustainably while still upholding human rights. Religious values, cultural values, national diversity, and professional codes of ethics. Empowerment of the teaching profession is carried out to increase teacher competence (Gemnafle & Batlolona, 2021). In this regard, at *MTs Al-Hamidy*, the organizational culture is very supportive in increasing teacher professionalism because it looks at the school principal's way of facilitating collaboration between teachers and creating a positive work environment. This is the same thing as what was stated by the wakukulum that "not only the importance of the approach in developing teacher competency through identifying needs and providing relevant training (Gultom, 2020).

"However, facilitating this collaborative work culture can encourage increased teacher professionalism at *MTs Al-Hamidy* Kebon Talo."

Figure 2: Sharing Time Activities with Junior Teachers and Senior Teachers

Figure 3: Joint Discussion Activities with the Principal and Fellow *MTs* Teachers and *MA Al-Hamidy* Kebon Talo

Digital transformation has forced us to change the way organizations operate, to the extent that becoming a fundamental part of corporate strategy (Heavin & Power, 2018). The impact of digital transformation can be found to lead to changes in consumer behavior, evaluation of services and products, and expectations (Mosca, 2020). To cope with the change in market behavior, many enterprises realize the need to transform business models to gain a sustainable competitive advantage and maintain pace with the digital evolution of their industries.

Digital human resource management (HRM) saves time and increases the productivity of human resource management (HRM) functions (Mosca, 2020). As highlighted by Démeijer (2017), human resource management (HRM) processes have become easier and faster due to digital transformation. This enables human resource management (HRM) specialists to concentrate better on meaningful initiatives for their functional areas. Digital human resource management (HRM) approaches are playing a growing role and now hold the key to shaping human resource management (HRM) strategy and the organization as a whole.

CONCLUSION

Human resource management has an important role In increasing the professionalism of Islamic teachers, this can be seen through the human resource management process in increasing the professionalism of Islamic teachers at *MTs Al-Hamidy*, namely: 1) Planned HR Planning: Human resource planning at *MTs Al-Hamidy* involves analyzing the school's needs and staff development goals, so that training and development programs can be prepared appropriately; 2) Strict Recruitment and Selection: Strict policies in the teacher recruitment and selection process ensure that the teachers recruited have the appropriate qualifications and competencies, and are able to instill Islamic values in students in a professional manner; 3) Sustainable Competency Development. HR management is active in identifying teacher professional development needs and providing support in training and the use of technology to improve teacher capabilities, especially in the IT field. 4) Attention to Well-Being and Motivation: Attention to teacher welfare as well as providing incentives and motivation helps in improving teacher performance and ability in facing challenges in the digital education era; 5) Building an Organizational Culture that Encourages Professional Growth: An organizational culture that encourages collaboration between teachers and creates a positive work environment helps in motivating teachers to improve their professionalism. Thus, human resource management at *MTs Al-Hamidy* Kebon Talo has an essential role in helping to increase the professionalism of Islamic teachers. A planned and needs-oriented approach to the school helps create an environment that supports teacher growth and progress in providing quality education to students.

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