

The Implementation and Development of Administration Personnel Resources (a Study at Madrasa Ibtidaiyah in Kerinci)

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Abstract -This study is intended to describe the implementation and development of educator resources in Madrasa Ibtidaiyah in Kerinci, including: developing educator competencies and increasing the competence of personnel in an educational institution. This is a conceptual article study. Data is collected using literature review and documentation. The results of this study indicate: 1) the pattern of developing the competence of educators produces. The pattern of developing the competence of educators generates in Madrasa Ibtidaiyah in general competence Kerinci, such as functional competencies, and other things that are optimal, is sufficiently provided to education personnel such as education and training, workshops, training, functional training, structural positions, and strategic competency development IT competency development 2) produces educators at the Madrasa Ibtidaiyah in Kerinci, this kind of training is enough to give optimal power to the local. 3) competency factors that influence the development of production educators in Madrasa Ibtidaiyah in Kerinci, namely internal factors such as vision, mission, goals, strategies to achieve goals, nature and types of activities, and types of technology used, as well as external factors such as government policies, social communities culture, and the development of science and technology.

Keywords - Development; Competence; Administration Personnel.

I. INTRODUCTION

Humans in the education process are the most important things. History proves to us that education in the culture of any interested society directs humans to certain goals. On the other hand, the problem of national education that is emerging and currently being faced by the Indonesian people today is the low level of human resources (HR) both educators and education personnel at every level. In addition, various efforts have been made in improving human resources (HR), including through various types of training and increasing the competence of educators and education personnel, improving facilities and infrastructure, and improving the quality of school management (Hadiyanto, 2004).

The management of an organization is determined by the management of human resources. To support the realization of quality human resources processes, various superstructure and infrastructure need to be prepared to realize the process. Hasibuan (2006:9) states that human resource management can be interpreted as a science of regulating relations and the role of labor effectively and efficiently and is part of general management that focuses on the elements of human resources so that organizational goals are achieved.

The role of human resource management (HRM) is crucial for the realization of organizational goals. Human resource management is an acknowledgment of the importance of human resources or labor³ in the organization and its use in various functions and activities to achieve organizational

goals. Sedannayanti (2009:6) states that human resource management is the art of planning to organize, direct, supervise the activities of human resources or employees, in order to achieve organizational goals.

It can be concluded that human resource management is a process consisting of recruitment or withdrawal of human resources, selection, human resource development, maintenance of human resources, and the use of human resources.

The importance of apparatus competency in an organization is basically related to the problem of human resources in the life of the organization. Basically there are several types of competencies that employees must have. Nilwana (2014:7) suggests the types of competencies that must be owned by employees, namely: general competence, functional competence, and managerial competence. The strategy that can be done to develop employee competency is to provide competency development to employees so that employees can have productivity in work, competency development can be done with education, training, mentoring, and coaching to employees so that they can carry out their duties effectively and efficiently. Competency development is an effort to improve technical, theoretical, conceptual, moral capabilities, employees in accordance with job requirements.

Undang-undang No. 2 (1989) pasal 27 ayat 1 concerning the National Education System explains the task of education personnel, namely "education staff are tasked with carrying out administration, management, development, supervision, and / or providing technical services to support the education process in the education unit.

PP No. 19 (2005) pasal 36 concerning Education Standards and Education Personnel, namely education staff in tertiary institutions must have qualifications, competencies, and certifications in accordance with their fields of work.

II. METHODOLOGY

This is a conceptual article study. Data is collected using literature review and documentation.

III. DISCUSSION

A. Competence Development of Administration Personnel

1. Pattern of General Competency Development

The pattern of developing the general competency of education personnel in the Ibtidaiyah Madrasah in the scope of the Ministry of Religion of Kerinci Regency is through education and training (training), workshops, and other

coaching. The pattern of developing general competency is quite optimal given to education staff in Ibtidaiyah Madrasah in the scope of the Ministry of Religion, Kerinci, but the development still needs to be improved so that education staff can understand their duties and responsibilities and have good productivity in working.

2. Pattern of Technical / functional Competence Development

The pattern of developing the functional competencies of education staff in the Islamic Elementary School in the scope of the Ministry of Religion of Kerinci Regency is carried out based on the position of the education staff, such as functional training, IT competency development, structural training or position. The pattern of functional competency development is quite optimal given to education staff in Ibtidaiyah Madrasah in the scope of the Ministry of Religion, Kerinci, but the development still needs to be improved so that education staff occupying certain positions that are not in accordance with their educational backgrounds are able to work optimally.

3. Pattern of Managerial Competence Development

The pattern of managerial competency development in education staff in the Islamic Elementary School in the Kerinci Regency Ministry of Religion is developed based on position so that it is able to be deductive in managing what is its responsibility. The pattern of managerial competency development has been sufficiently provided to educational staff in the Ibtidaiyah Madrasah in the scope of the Ministry of Religion, Kerinci, but still needs to be developed or improved so that the education staff who occupy the position of leaders / managers in certain parts can do their jobs according to the organization's main tasks.

B. Factors Affecting Competency Development

1. Internal Factors

Internal factors in the sun cover the entire organizational life that can be controlled by both the leadership and members of the organization concerned. In detail these factors include: 1) vision, 2) mission, 3) goals, 4) strategies for achieving goals, 5) nature and types of activities, and 6) types of technology used. In connection with the data obtained at the research location that internal factors such as vision, mission, objectives, strategies for achieving objectives, nature and types of activities, and types of technology that are used greatly influence the development of competency of education personnel in Ibtidaiyah Madrasah in the Kerinci regency ministry.

2. Eksternal Factors

As for external factors that can influence the development of competency of education personnel, among others: 1) government policy, 2) socio-cultural community, 3) development of science and technology. Related to the data obtained at the research location that external factors such as government policy, socio-cultural community, and the development of science and technology greatly influence the development of competency of education personnel in Ibtidaiyah Madrasas in the scope of the Ministry of Religion of Kerinci Regency.

IV. CONCLUSION

Conclusions can be drawn from the results of the research on the development of competency of education personnel in Ibtidaiyah Madrasah: The development of general, functional, and managerial competencies of education personnel in Ibtidaiyah Madrasas has now been optimally given to education staff in Ibtidaiyah Madrasas in Kerinci district. but its implementation still needs to be improved or developed which is still lacking or not optimal given to the education staff so that the education staff can have good performance and can have efficiency and effectiveness at work. The factors that influence the development of the competency of education staff in the Islamic elementary school in Kerinci district are 1) internal factors which consist of vision, mission, goals, strategies to achieve goals, the nature and type of activities, and the types of technology used. 2) External factors which consist of government policy, socio-cultural community, development of science and technology.

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