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The Role of Human Resource Planning, Demographic Change and Advances in Information Technology in Management Education (Literature Review Thinking System)

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Abstract: Literature Review article (Education Management): (Human Resources), (demographic change) and (Information Technology Progress): is a scientific article that aims to build a hypothesis of Inter-variable role research that will be used in subsequent research, within the scope of Education Management Science. The method of writing this Literature Review article is the library research method, which is sourced from online media such as Google Scholar, Mendeley and other academic online media. The results of this article are that: 1) HR planning plays a role in the implementation of Education Management; 2) demographic change plays a role in the implementation of Education Management; and 3) The Advancement of Information Technology plays a role in the implementation of Management Education. Apart from these 3 exogenous variables that play the role of endogenous variables in Education Management, there are many other factors.

Keywords: Education Management, Human Resources Planning Role, Demographic Change and Technological Progress

INTRODUCTION

Human resources is one of the resources contained in the organization. The emergence of the need for professionalism to assist the organization in carrying out its objectives shows the increasing role of human resources in achieving organizational success and the increasing attention to HR management.

Human resource is the most important asset in an organization because it is the resource that directs the organization and maintains and develops the organization in various demands of society and times. Therefore, human resources must always be considered, maintained, and developed. "Quality human resources in the true sense of the work carried out will produce something desired" (Veithzal Rivai, 2005:3).

Definition of Human Resource Planning "Human Resource Planning is the first function and hams implemented in the organization. Human resource planning are certain

steps taken by management in order to ensure that the organization has the right employees available to occupy the right positions, positions, and employees at the right time".

An agency will not be separated from the affairs of HR planning because it is useful to empower employees/employees effectively. In addition, without good human resource planning, an institution or organization will not be able to survive, develop, and advance in the future.

Several HR experts give mixed views on HR. According to Ivancevich "*Human Resource Management is the effective management of people at work. Human Resource Management examines what can or should be done to make working people more productive and satisfie*" or human resource management is the effective management of people in their work, and Human Resource Management examines the things that can or should be done to make working people become more productive and more satisfied.

Based on empirical experience, many students and authors have difficulty in finding supporting articles for their scientific work as previous research or as relevant research. Relevant articles are needed to strengthen the theory in the study, to see the relationship or role between variables and build hypotheses. This article discusses the role of HR planning, demographic change, and technological advances in the implementation of Education Management, a literature review study in the field of Education Management.

Based on the background, it can be formulated problems to be discussed in order to build a hypothesis for further research, namely:

1. What is the role of Human Resource Planning in the implementation of Education Management?
2. What is the role of demographic change in the implementation of Education Management?
3. What is the role of Information Technology in the implementation of management education?

LITERATURE REVIEW

Education Management

Management in general is a process of a series of activities including planning, directing, organizing and controlling or supervising with a view to achieving objectives effectively and efficiently. In this regard, the basics of management are very important to understand for a person who is developing education. The goal is that education can run in accordance with the management that has been planned.

While Education Management is a process of planning, preparation, implementation, and supervision, in managing all resources in the form of people, money, materials, methods, Machines, Markets, time, and information, to achieve goals effectively and efficiently in the field of Education. In general, the main goal of Educational Management is to shape the personality of the students to match the goals of National Education and the level of development or improvement for the age of Education. Not only that, this goal also includes identifying weaknesses, strengths, opportunities and threats in planning. As for the scope of Education Management, among others, the scope according to the working area, the scope according to the object of cultivation, the scope according to the function or sequence of activities and according to the executor.

Educational management is one of the branches of social science which in essence is the study of human behavior whose activities as subjects and objects. Philosophically, human behavior is shaped by human interactions, organizational climate (organizational context), and systems. The three interactions either individually or together interact with each other also with the external environment.

Some experts use different terms in the use of the word education administration and education management, but when viewed the meaning is almost similar. Although basically the two terms are not exactly the same. Nanang Suhardan and Nugraha Suharto in this case they use the term education administration, which is the science that discusses education from the point of view of cooperation in the process of achieving educational goals. Education management according to Made Pidarta is the activity of combining educational resources to be centered in an effort to achieve predetermined educational goals.

H.A.R. Tilaar, argues that education management is the mobilization of all educational resources to achieve educational goals that have been set. Djam'an Satori provides an understanding of educational management as a whole process of cooperation by utilizing all available and appropriate personnel and material resources to achieve the set educational goals effectively and efficiently. According to Sulistyorini, educational management is an activity or a series of activities in the form of a process of managing a cooperative effort of a group of people who are members of an educational organization, to achieve educational goals that have been previously set to be more effective and efficient.

Humans (managers or administrators) wherever they are cannot be separated from the container carrying out activities called organizations (educational institutions both formal, non-formal, and informal) organizations will not exist without humans. Humans in the organization does not escape from the system he made himself (eg Sisdiknas).

Viewed from the definition of management and understanding of education above, then we can define Educational Management as a process of planning, organizing, implementing and monitoring in managing resources in the form of man, money, materials, methods, machines, market, minute and information to achieve effective and efficient goals in the field of Education.

Human resource planning

Human resource planning is influenced by a variety of factors both within the organization (internal) and derived from the organizational environment (external) (Kelejan et al., 2018). Dimensions or indicators of factors affecting human resource planning is the external environment (Kelejan et al., 2018).

Andrew E. Sikula also defines human resource planning, namely as a process in determining the needs of employees/employees and so that the work of human resources is in accordance with organizational plans.

Furthermore, according to Mondy & Noe (1995), human resource planning is a systematic process that analyzes the state of human resources aimed at ensuring that the number and quality of human resources with appropriate skills are met when the company or organization needs them.

Human resources make one of the important factors in an organization or company for the achievement of a goal and objectives. Human resources in the form of factors determining success or failure in achieving goals (Saputra et al., 2020). Dimensions or indicators of factors affecting human resources is employee inventory (Saputra et al., 2020).

Quality resources are indicated, among other things, by high performance and productivity. A person's performance is related to the quality of task-oriented behavior and work (Sakban et al., 2019). Dimensions or indicators of factors affecting human resources are organizational decisions (Sakban et al., 2019). Factors that affect human resources have been studied by many previous researchers including (Muzayyanah Jabani, 2015), (Rasul, 2014), and (Winarti, 2018).

Demographic Changes

Demography is a combination of two words derived from Greek, namely demos and grafein which means people and writing. So demography is any writing about people or human population. Population analysis can refer to society as a whole or to specific groups based on criteria such as education, nationality, religion, or ethnicity. Demography is the scientific study of population primarily concerned with fertility, mortality, and mobility. Demographics include population size, geographic distribution, population composition and demographic character and how these factors change over time. Therefore, demography focuses on studying population problems quantitatively, such as the number, structure, composition, and size of the population so that the techniques of calculating population or demographic data are needed to obtain good results and quality of calculations.

Practitioners or experts in the field of population are referred to as demographers. Demographers are interested in the statistics of fertility (births), mortality (deaths), and mobility (displacement) because these three variables are components that affect population change. These three components are measured by birth rate, death rate and migration rate which determine the number of population, age composition and the rate of population increase or decrease.

Most important is the realization that fundamental changes are taking place in the composition of the population and affecting the workforce. The ability of a company to find its HR needs depends on the availability of skills. Because every human resource born in the future era, it is very important to be used as population information that needs to be analyzed. Several demographic factors influence human resource planning: population, Workforce Expansion, female workforce, level of knowledge possessed by the workforce.

Advances In Information Technology

Technology is a medium that is an integral part of human life. The power of this technology has become a necessity for society such as mobile phones. The development of technology in the mid-2000s was very rapid. From the younger generation to the older already know the technology in facilitating the distance in communication and sales globally.

The use of this technology is widely used in various business sectors. This is a challenge for Indonesian human resources to perform competence with other countries. The preparation of this competence is a challenge for local governments in Indonesia. As is known, the unemployment rate in Indonesia increased in August 2020 with a total of 2.67 million people.

Table 1: Relevant is Research

No	Author (Tahun)	Previous Research Results	Similarities To This Article	Differences With This Article
1	H Maskan Komariah (2017)	The results showed that from the analysis of simple regression coefficients on human resource development consisting of education and training, the results obtained that education and training significantly affect the performance improvement of employees in the village of Rapak Samarinda Seberang. This means that the education possessed by each employee and the training followed by each employee was able to improve employee performance.	Similarities in research on the role of human resources	Human resources play a role in the implementation of Education Management
2	Febrisma Ramadhiy a Findarti	The Influence Of Human Resource Development On Employee Performance At The Regional Employment Agency	Similarities in research on the role of human	

	(2016)	Office Of East Kalimantan Province. The results of this study indicate that from the calculation of simple regression coefficients there is a significant effect between the variables of Human Resource Development on employee performance at the Regional Employment Agency Office of East Kalimantan province.	resources	
3	Widya Rashe Amanda (2014)	The influence of Human Resource Development on employee performance PT. Bank BNI Syariah Branch Dharmawangsa Surabaya . Analysis of the data used is the method of multiple linear regression analysis. The results of this study indicate that there is a significant simultaneous effect of training and education and communication on the performance of employees of Bank BNI Syariah Branch Dharmawangsa Surabaya. And there is a partially significant influence.	Similarities in research on the role of human resources	Human resources play a role in the implementation of Education Management
4	Raehana Zainuddin (2019)	The Influence Of Demographic And Social Class Factors On The Decision Of Customers To Choose Islamic Banks In Palopo City. The results showed that demographic factors of education, income, employment, and age significantly influence the decision of customers to choose Islamic banks in Palopo city. This is indicated by a partial statistical test, in the variable education value in the variable work value thitung (4.666) > ttable (1.660); and in the variable age value thitung (-3.128) > ttable (1.660).	Similarities in research on the influence of demographic factors	
5	Sahat Siregar (2009)	The Influence Of Human Resource Development On Employee Performance (Case Study At The Department Of Transportation Medan). The result is that there is a moderate relationship between human resource development to employee performance of 0.624. This means a positive correlation coefficient with significance of 38.97%. The development of human resources at the Medan City Transportation Office has been high and the performance of employees is in the high category.	Similarities in research on the role of human resources	Human resources play a role in the implementation of Education Management
6	Diah Rusminin gsih (2010)	The influence of Human Resource Development on employee productivity at PT. Cakra Guna Cipta Malang. The results of the analysis showed that there is a significant influence both partially and simultaneously between the variables of Human Resource Development with employee productivity.	Similarities in research on the role of human resources	
7	Rose Mareta (2019)	The effect of the use of the Internet as a medium of learning on Student Achievement. This study aims to determine the effect of the use of the internet as a medium of learning on	Similarities in research on the role of technological progress	Demographic factors play a role in the implementation of Education

		student achievement Office Administration Education FIS UNY. The results showed that there is a positive influence of the use of the internet as a medium of learning to learning achievement.		Management
8	Sahin, Balta dan Ercan (2013)	“The Use of Internet Resources by University Students During Their Course Projects Elicitation: a Case Study” shows that there is an influence between the use of the internet on courses and student projects	Similarities in research on the role of technological progress	
9	Ari Ardianto (2012)	Relationship of Internet use as a learning resource with Student Achievement Class XI competence Office Administration Skills SMK N 7 Yogyakarta academic year 2012/2013", showed a positive and significant effect of 29.5% change in student achievement variables explained by the use of the internet. The similarity in this study is the variable use of the internet as a learning resource with student achievement.	Similarities in research on the role of technological progress	Human resources play a role in the implementation of Education Management

METHOD

The method of writing this Literature Review article is by descriptive qualitative method and Library research, sourced from Google Scholar online application, Mendeley and other online academic applications.

In qualitative research, literature review should be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that it is exploratory, (Ali & Limakrisna, 2013).

DISCUSSION

Based on the study of theory and relevant previous research, the discussion of this literature review article is:

The role of Human Resource Planning in the implementation of Education Management

Human Resource Planning (HR) is a function that must first be performed by every organization. HR is a certain step taken by management in order to provide the right workforce for the right time. All of them in order to achieve the goals and objectives that have been and will be set that must be completed in a variety of contexts that include (a) the fulfillment of social obligations of the organization, (b) the achievement of organizational goals, (c) the achievement of personal/organizational members.

According to Rivai, the factors that influence human resources planning are demographic changes, which include population, labor expansion, the composition of the female and male workforce, and the level of knowledge possessed by workers.

When the older generation retires and a new generation enters the workforce, the human resources department must find a way to attract these new candidates. They have to employ in different ways and offer different types of compensation packages that are appropriate for this younger generation. At the same time, they must also offer a work environment conducive to the way this generation works.

The role of demographic change in the implementation of Educational Management.

Demography and education have an interrelated and mutually influential relationship. Education can be designed with demographics in mind. Demographics can change with the difference of Education in one region with other regions. Information about demographics is needed to make Educational Planning in order to create the right education and have the power to use. Demographic information can be obtained by population census, economic census, education census, and others. The number of population affects the number of educational needs such as the number of schools, educators and infrastructure that must be provided by the government. Population development and educational development have a significant relationship (Priyono Tjiptoherijanto 2012: 57).

The larger the population, the greater the number of schools, teachers, infrastructure that must be provided by the government to meet the needs of Education. The close relationship between demography and education plays an important role, because the availability of demographic data both from censuses, surveys and recording important events will be used as a basis or guideline in planning the development of Education.

Demographic factors, including through the population census, this survey can provide a clearer picture to assist in policy formulation such as determining the size of the budget for Education. In general, there are 4 population problems that need to be considered by education planners, namely: 1. The pace of population growth is still too fast. 2. Uneven distribution of the population. 3. The state of the population pyramid of young age. 4. High mobility of population dynamics.

Some of the demographic factors above, have a clear influence on education and economics. The greater the number of people whose age is outside the age of the labor force, the heavier the economic burden imposed on the population belonging to the labor force. Rapid population growth will rapidly increase the number of young people who are economically unproductive and dependent on income earners. In addition, the high number of school-age population resulted in the need to provide adequate educational facilities and this became a problem.

Demographics have a huge impact on education and it is inevitable. Various kinds of problems that occur in aspects of population affect aspects of Education both directly and indirectly. Higher rates of population displacement can affect education. Population movements due to education occur because they want to find an educational place with the best facilities and quality.

The role of Information Technology Advancement in the implementation of Education Management

Technology is a decisive factor that is quite important to the organization and HR management functions. Technological factors affect the tools available and the expertise required to carry out the work. Most organizations have faced human resource problems related to widespread computerization.

Information technology is currently very developed in society, especially in the field of Education. Information technology is a technology used to manage data, including processing, obtaining, compiling, storing, manipulating data in various ways and procedures to produce quality and high-value information. The development of technology continues to increase along with the increasing needs of humans.

With the use of Information Technology in the world of Education, Education Personnel and other stakeholders can improve education management and efficient flow of information to support the achievement of national standards of education and the process of decentralization of education in Indonesia.

For example, when new technologies are introduced, HR departments may look for ways to save on internal costs. Through applications or software available, work that usually takes 2-4 people can be cut into one job done by one person. Technology revolutionizes the way of doing business and not only from the point of view of the consumer, but also from the point of view of the actors of the organization.

The role of technology in the world of education, namely: replacing the role of humans, namely by carrying out activities to automate a task or process. Strengthening the role of humans is to present information, tasks, or processes. Restructure or make changes to a task or process.

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the role of inter-variable, then in perolah frame of mind this article as below.

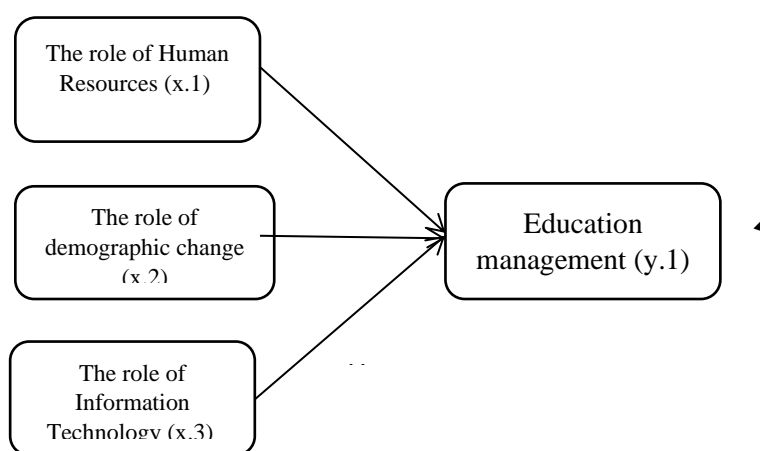


Figure 1. Education management (y.1)

Based on the conceptual framework picture above, then: human resources, demographic influences and advances in information technology play a role in the implementation of management education.

Apart from these three exogenous variables that play a role in the implementation of education management, there are many other variables including:

1. Education System: (Rafik Darmansyah, Kasful Anwar Us, 2022).
2. Education Management: (Rafik Darmansyah, Kasful Anwar Us, 2022).
3. Education Personnel: (Rafik Darmansyah, Kasful Anwar Us, 2022).
4. Students: (Nur Sholeh, 2016).
5. Graduation Performance: (Edison Siregar, 2019).
6. Curriculum: (Fauziyah & Ali, 2017).

CONCLUSIONS

Based on the theory, relevant articles and discussion, it can be formulated hypotheses for further research:

1. Human Resource Planning plays a role in the implementation of Educational Management.
2. Demographic change plays a role in the implementation of Educational Management.
3. Advances in Information Technology plays a role in the implementation of Education Management

Based on the above conclusions, the suggestion for the next author is that there are still many other factors that play a role in educational management, apart from Human Resources, demographic changes and advances in information technology, therefore it is still in need of further study to look for these other factors. Other factors affect management education. Apart from the three variables that are examined in this article such as the management of education, economic change, education system and education personnel.

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