



HUMAN RESOURCES MANAGEMENT IN ISLAMIC EDUCATION: EXPERTISE, TRAINING AND PERFORMANCE

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Abstract: The Literature Review article on Human Resource Management in Islamic Education: Expertise, Training and Performance is a scientific article that aims to build a research hypothesis on the relationship between variables that will be used in further research, within the scope of Human Resource Management. 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 Literature Review article are that: 1) Expertise related to Human Resource Management in Islamic Education; 2) Training related to Human Resource Management in Islamic Education; and 3) Performance related to Human Resource Management in Islamic Education. Apart from the 3 exogenous variables that are related to the endogenous variables of Human Resource Management in Islamic Education, there are other related factors including the variables of Leadership, Rewards, Recruiting and Research.

Keywords: Expertise, Training, Performance, Human Resources Management in Islamic Education

INTRODUCTION

Islamic education in its development has advantages because of its comprehensive form, meaning that every student or student is encouraged to develop their abilities based on the Islamic religion. The purpose of doing Islamic education is to strengthen religious rules, which can be implemented in their lives. These efforts can be achieved if you have an effective education system with quality educators and adequate facilities. Changes in this era of disruption make the need for a proactive response from the world of education, especially in Islamic education. The quality of educators or human resources as actors in the success of Islamic education, for that it is necessary to improve the quality of each individual. In education management the need for human resources related to the educational process, be it teachers, lecturers and education staff. This makes the existence of an educational institution seen as different from other organizations because its existence is related to other humans.

Based on the background of the problem above, the researcher determines the formulation of the problem as follows:

1. Is Expertise related to Human Resource Management in Islamic Education ?

2. Is Training related to human resource management in Islamic education ?
3. Is Performance related to Human Resource Management in Islamic Education ?

LITERATURE REVIEW

Human Resource Management in Islamic Education

Human Resource Management in Islamic Education is an activity of planning, developing, procuring, maintaining and using human resources in Islamic education in order to achieve certain goals that have been previously planned. Human Resources are resources that come from humans, namely in the form of power or power (Nawawi, H, 1994). In human resources there are two characteristics, namely: personal characteristics (knowledge, feelings and skills, and interpersonal characteristics (relationships between humans and their environment). High quality human resources, namely someone who masters science and technology and also has a sense of responsibility for the lives of humans and other living creatures. In Islam itself, humans consist of two potentials that must be developed, namely external and spiritual.

The need for the development of Islamic education, especially in terms of morals (ethics, attitudes, personal and moral). The indicators in determining the quality of human resources, namely: behavioral aspects, volitional aspects, mental attitude aspects, religious aspects, legal aspects, health aspects and so on (Sarnoto, A, Z., 2017). One of the efforts to improve human quality is by improving the quality of education, in this case the indicators of quality human beings according to (A, R, Saleh., 2000), namely: 1) Faith and fear of God Almighty; 2) Noble character; 3) Hard worker, disciplined and responsible; 4) Independent, intelligent and skilled; 5) Physically and mentally healthy; and 6) Love for the homeland.

Human Resource Management in Islamic Education has been studied by previous researchers, among others: (Sarnoto, A, Z., 2017),

Expertise

Expertise is knowledge that is acquired and developed through training or experience in performing various tasks (Duneter, 1976). Expertise is the ability of a person to carry out work quickly and precisely, in this opinion it is more directed to activities / activities that have psychomotor properties (Gordon, 1994). Skills are behaviors that are acquired through learning stages, skills come from rough or uncoordinated movements through gradual training. These irregular movements gradually turn into finer movements, through the process of coordinating discrimination and integration so that a skills that are useful for certain purposes (Soemarjadi, 1992).

Expert indicators according to Mulyadi (2010:17), namely: Ability to communicate, able to identify problems, able to provide solutions, able to follow the development of problems and able to follow the development of the rules.

Expertise has been widely researched by previous researchers, including: (Ansori & Ali, 2017), (Luh Aristarini, I Ketut Kirya, 2013), (Leonita, 2020), (Aufar, 2016).

Training

Training is a way to motivate and improve work skills, including providing counseling on employee behavior following up with the provision of training (Martina & Syarifuddin, 2014). Training is an effort to prepare someone to do their current job and development prepares employees who need knowledge, skills and attitudes. Training itself is a systematic way of changing employee behavior in order to achieve organizational goals (Sedarmayanti in Denny Triasmoko, 2014). The purpose of the training is to improve employee performance, update the skills of employees along with technological developments, reduce

learning time for new employees to be competent at work, help solve operational problems and prepare employees for promotion (Sikula in Donni, 2016: 176).

Training has been widely researched by previous researchers, namely: (Mamangkey et al., 2015), (Y. Saputra, 2021), (Hidayah & M.Tony Nawawi, 2021).

Performance

Performance is the result of work that has a strong relationship with the company's strategic goals, customer satisfaction and contributes to the economy (Amstrong & Baron, 2016). Performance is the result of a process that refers to and is measured in a certain period of time based on pre-determined provisions or agreements (Edison et al, 2016). Performance is the result of a person's efforts achieved with abilities and actions in certain situations (Amirullah, 2015). Performance indicators according to (Mathis & Jackson, 2006), namely: Quantity of results, quality of results, timeliness of results, attendance and ability to work together.

Performance has been widely studied by previous researchers, namely: (Tian Sanjaya et al., 2022), (Putro & Rinawati, 2013), (Gaol & Siburian, 2018).

Table 1. Relevant Previous Research Results

No	Author (year)	Previous Research Results	Similarities with this article	Difference with this article
1	(Sarnoto, A, Z., 2017)	Human Resources in Islamic Education	Discussing the role of humans in Islamic education	There are differences in the variables of expertise, training and performance
2	(Supatmi et al., 2012)	The Effect of Training, Compensation on Employee Job Satisfaction and Employee Performance	Discussing Training and Performance on HR Management	This study discusses employee compensation and job satisfaction
3	(Mamangkey et al., 2015)	The Effect of Training, Experience and Work Environment of The Performance of Employees at PT Bangun Wenang Beverages Company Manado	Discussing HR Training and Performance	In this study, there is a locus, namely PT Bangun Wenang Beverages Manado
4	(Elizar & Tanjung, 2018)	Effect of Training, Competence, Work Environment on Employee Performance	Discussing Training and Performance	This study discusses competence and work environment
5	(Andrian et al., 2021)	Improving Teacher Ability Through Entrepreneurship Training and Online Learning Model Motivation	Talking about training	In this study discusses the increase in
6	(Hidayah & M.Tony Nawawi, 2021)	Competitive Business Planning Strategy Training in Entrepreneurship for High School Students	Talking about training	This study discusses entrepreneurship strategies for high school students
7	(H. Saputra et al., 2020)	The Influence of Human Resource Planning, Recruitment and Placement on Employee Performance at Bank Indonesia Representative Office Bengkulu Province	Discussing HR performance	In this study, there is a research locus, namely at the Representative Office of Bank Indonesia, Bengkulu Province

RESEARCH METHODS

In this study, using descriptive qualitative methods and library research, with the aim of developing the variables that have been determined above. The collection of relevant previous articles was obtained from the Google Scholar application and used Mendeley as a reference and bibliography. The purpose of conducting this literature review research is to discuss the description of each variable and is exploratory.

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

DISCUSSION

Based on the theoretical study that has been discussed above, the researcher discusses the influence between variables as follows:

1. Relationship of Expertise to HR Management in Islamic Education

Expertise is a condition where a person has the advantage of having skills in a field. In an educational institution, expertise can be in the form of skills in managing other people, correspondence skills and various other skills. Humans cannot be separated from their role in the world of education, especially Islamic education. Although the development of technology in the form of artificial intelligence is growing very massively, the need for qualified educators or human resources is still needed. The quality of educators is an indicator in producing quality students too.

In teaching and transferring knowledge, educators do not only teach students who are indoctrinated to master certain kinds of knowledge and abilities. However, educators have the duty to: 1) plan teaching programs and implement these programs; 2) directing students to the level of maturity and personality to believe in Allah SWT; 3) lead and control regarding efforts to direct, supervise and organize. For these various tasks, education personnel are required to have qualified skills, in order to be able to organize and direct students in Islamic education to carry out religious guidance.

Expertise related to HR Management in Islamic Education, this is in line with research conducted by: (Luh Aristarini, I Ketut Kirya, 2013), (Leonita, 2020).

2. Relationship of Training to HR Management in Islamic Education

Training is an effort to improve one's abilities and performance. With continuous and consistent training, a person's ability or skill will increase according to what he trains. Educators, teachers or lecturers in Islamic education need to conduct or attend training, for their own survival and renewal. By participating in trainings, teaching staff are able to keep up with existing developments and maintain their existence.

Training related to HR Management in Islamic Education, this is in line with research conducted by: (Y. Saputra, 2021), (Hidayah & M.Tony Nawawi, 2021).

3. Relationship of Performance to HR Management in Islamic Education

Performance is an indicator in measuring the work of a person, both agency and non-agency employees. Good HR Management Performance in Islamic Education can be seen from the quality of the students produced. In Islamic education institutions, they have slogans such as: Discipline, skillful and noble. If one of these slogans can be implemented, then the performance of management can be said to be successful. This means that they work seriously in implementing Islamic education in their organizations.

Performance relates to HR Management in Islamic Education, this is in line with research conducted by: (Gaol & Siburian, 2018), (Tian Sanjaya et al., 2022).

Conceptual Framework

Based on the literature review and the discussion that has been described, the researcher determines the conceptual framework as follows:



Figure 1. Conceptual Framework

Based on the conceptual framework picture above, then: Expertise, Training and Performance relate to Human Resource Management in Islamic Education. Apart from the variables of Expertise, Training and Performance related to Human Resource Management in Islamic Education. There are other factors related to Human Resource Management in Islamic Education, including:

- 1) Leadership: (Usman et al., 2021), (F. Saputra, 2021), (Mahaputra & Saputra, 2021b), (Karsono et al., 2022), (Karsono, B., & Syauket, 2021a), (Pujiyono et al., 2021).
- 2) Appreciation: (F. Saputra, 2022b), (F. Saputra, 2022a), (Ali et al., 2022), (F. Saputra & Mahaputra, 2022b), (Mahaputra & Saputra, 2021a), (Yurnal, 2016), (Supriyadi et al., 2019), (Arfian et al., 2020).
- 3) Planning: (Mahaputra & Saputra, 2021c), (F. Saputra & Mahaputra, 2022a), (F. Saputra & Ali, 2021), (Atmoko & Noviriska, 2022), (Noviriska, 2019).
- 4) Controlling: (F. Saputra & Ali, 2022), (Karsono, 2018a), (Syauket et al., 2022), (Karsono, 2018b), (Karsono, B., & Syauket, 2021b).
- 5) Evaluation: (F. Saputra, 2022c), (Mahaputra & Saputra, 2022), (Karsono & Suraji, 2020), (Karsono, B., & Syauket, 2021c), (Anggit & Setyorini, 2022), (Apriyani et al., 2022), (Kawi, 2018), (Jayalie et al., 2018).

CONCLUSION AND RECOMMENDATION

Conclusion

Based on the literature review and discussion above, the researchers determined the following conclusions:

1. Expertise related to HR Management in Islamic Education
2. Training related to HR Management in Islamic Education
3. Performance related to HR Management in Islamic Education

Recommendation

Based on the conclusions that researchers have described above, that Expertise, Training and Performance relate to Human Resource Management in Islamic Education. There are other variables related to Human Resource Management in Islamic Education that

can be used in further research, namely: Leadership, Rewards, Planning, Monitoring and Evaluation.

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