

## IMPLEMENTATION OF TEACHER RECRUITMENT AND SELECTION SYSTEM AT SD IT AL-WAHDAH TOJO UNA-UNA

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### **Abstract**

In the field of education, educators and teachers play a crucial role in enhancing the quality of education. As a result, educational institutions require professionals who can effectively carry out their duties to achieve established goals. However, the situation of teachers in Indonesia still needs serious attention. One factor contributing to the low quality of education is that teachers do not always teach by their abilities. A key reason for this issue is the lack of a selective recruitment process, which fails to recognize the importance, role, and benefits of effective teacher recruitment. This study uses a qualitative, descriptive approach to explore various events, aspects, phenomena, and conditions within the research setting, drawing upon field knowledge. The findings indicate that the teacher recruitment system at SD IT Al-Wahdah Tojo Una-Una involves three main components: planning, strategy, and organization. The strategic stages of the recruitment process include conducting a teacher needs analysis, planning the requirements for teaching staff, disseminating information both internally and externally, screening applicants' documents, conducting oral interviews, calling selected candidates, and placing new teachers accordingly.

**Keywords:** Implementation of Teacher Recruitment and Selection

### **Introduction**

Education makes the greatest contribution to shaping an individual's personality, as it not only has a positive impact on human development and various personal aspects but also influences all areas of life. The current issue is that not all schools are achieving quality education. This is due to how schools manage their teaching staff, including both teachers and the entire school community.

In the world of education, there are important factors that help improve the quality of education, allowing educational institutions to achieve their desired goals. Schools require good human resources to carry out their duties to fulfill their vision and mission. Educators are teachers who are involved in the process of imparting knowledge in schools. The rapid advancement of science and technology in developed and developing countries is determined by the development of human resource management (HRM) (Abdurrahmat, 2016).

The role of teachers as of human resources in schools must be continuously improved and strengthened to ensure that educational goals are maximally achieved. This is based on the Minister of Education Regulation No. 13 of 2007 regarding the Competency Standards for School Principals, which emphasizes that principals must