

DEVELOPING QUALIFIED HUMAN RESOURCES FOR CHRISTIAN RELIGIOUS EDUCATION LECTURERS THROUGH HUMAN RESOURCE AUDITING IN INDONESIAN HIGHER EDUCATION INSTITUTIONS

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ABSTRACT

The existence of lecturers tends to undergo dynamic changes over time. The ideal profile of a lecturer is someone who dedicates themselves based on a calling of the soul, a calling of conscience and is also able to adapt to the times. Therefore, Human Resource planning becomes an important factor in helping institutions/educational organizations think about and address issues that demand change and provide opportunities to manage those changes effectively. Thus, through good HR planning, it will produce qualified lecturers. Of course, having quality lecturers will ensure that the organization's goals are realized effectively. This research was conducted using qualitative methods. The analysis is presented descriptively to discuss the condition of human resources, particularly Christian religious education lecturers, amidst the changing times and how Christian religious education can contribute to building innovative human resources. In HR planning, the strategy designed is the Human Resource Auditing model. The result of this research is that through the audit results, it can be determined whether the various potential needs of the lecturers' human resources have been met or not, and various aspects of HR activities that can still be improved in performance. HR audits can help improve the performance of lecturers. HR planning in the field of Education using the Human Resource Auditing model will develop lecturers' HR who are not only competent but also professional in the field of Education.

Keywords: HR Planning, Human Resource Auditing, Christian Religious Education

INTRODUCTION

Unsung heroes, that's how we recognize the figure of an educator. Educators or lecturers are central figures in the world of education, especially higher education, particularly during the teaching and learning process. Therefore, educators or lecturers must possess ideal personality characteristics that meet psychological and pedagogical requirements. Speaking of the professional competence of educators or lecturers, it is necessary to understand what constitutes competent educators or lecturers and professional educators or lecturers. The term competence has many meanings, but according to the basic understanding of competence, which is ability or skill, a competent educator or lecturer means an educator or lecturer who can carry out their duties responsibly and appropriately (Rahmi, 2013).

Similarly, the term "professional" has various meanings, at least when viewed from two perspectives: as an adjective, it means pursuit, and as a noun, it refers to a person with specialized expertise, such as a doctor, judge, teacher, and so on. A professional teacher/educator is someone who possesses special skills and expertise in the field of