

HUMAN RESOURCE MANAGEMENT IN THE EDUCATION SYSTEM

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Abstract

Human resource management (HRM) in the education sector is an important aspect in ensuring the delivery of high-quality education. The research method in this study uses the literature research method. The results showed that the keys to successful HRM include effective recruitment, continuous professional development, motivation and maintaining a positive work climate. It was found that institutions that implemented a systematic approach to career development had higher performing educators and students with better learning outcomes. Stakeholder engagement and the application of the latest educational technology also contribute positively to efficient HRM.

Keywords: Management, Human Resources, Education System.

Introduction

Human resource management (HRM) is a key factor in the success of any organisation, including educational institutions. The performance of an education system is strongly influenced by how teachers, administrative staff, school leadership and other education personnel are recruited, developed, retained and motivated.

Human resources (HR) play a crucial role in the education sector as they are the main drivers that determine the quality of learning and educational experiences for students. Within educational institutions, HR includes not only teachers but also support staff, administrators and leadership. (Khan, 2022). Each individual in this HR circle has an important role to play, from designing an effective curriculum, to teaching with innovative methods, to creating a conducive learning environment. Their quality and dedication directly affects the success rate of students and the reputation of the educational institution (Sitopu et al., 2022). (Sitopu et al., 2024); (Guna et al., 2024); (Fawait et al., 2024)..

Furthermore, investment in human resource development in the education sector can deliver sustainable results. Through continuous training, workshops and

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