


## **Implementation of Human Resources Management for Educators in State Madrasah Aliyah in Bandar Lampung City**

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### **Abstract**

This study aims to 1) Identify and describe the efforts of madrasah management in implementing human resource management of educators and education personnel in directing and managing human resources related to organizing. 2) Identify and describe how the performance of existing educators and education personnel is. 3) Identify and describe the existing promotion and position system. 4) Identify the process and results of assessing educator and education personnel resources. This study uses a qualitative descriptive approach. Data collection was carried out by conducting interviews, observations, and documentation. Data analysis used in this study was carried out by reducing the data, then presented in the form of descriptions, and verified by drawing conclusions. The results of this study indicate that: 1) Organizing educators is very important to achieve the goals that have been set. This organization includes the preparation of a study schedule that is in accordance with the competencies of each teacher 2) Implementation of educator performance is running well. The educator work program includes supervision, assessment, and integrated technology-based training. Evaluation is carried out through annual supervision by the head of the madrasah and related parties, with teacher performance being assessed as good based on the supervision 3) Job promotion and compensation to educators are based on their competence, motivation, and integrity. Rewards are given to teachers who excel as a form of job promotion 4) Implementation of educator assessment at MAN Se-Kota Bandar Lampung has been carried out well and programmed. Assessment is carried out through supervision carried out by the head of the madrasah or a team of senior teachers, with evaluation through filling out forms, student satisfaction surveys, and assessments by the head of the madrasah.

**Keywords:** Human Resources Management, Educators, Management

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## **INTRODUCTION**

Madrasah is one of the institutions that provides educational services which of course must be able to meet the demands of society, as a series of procedures or a system used to improve and improve the quality of human life. As explained in the National Education System Law, Madrasahs have the same role and position as other educational institutions. Apart from that, competition between Madrasahs in the current era of globalization is becoming increasingly sensitive, meaning that people are increasingly critical in choosing a Madrasah that is of good quality and quality for their sons and

daughters(Siregar et al., 2022). This is of course an important point for Madrasa administrators to be able to better prepare their human resources, in this case of course qualified and professional teaching and education staff to continue to develop themselves effectively. The implementation of education in a Madrasah is an educational organization to achieve goals that have been formulated, determined and determined by many fundamental components within it, including Madrasah management, which includes the Madrasah head, teaching staff or teachers, educational staff or staff, employees and Madrasah committee. These components certainly have mutual connections and attachments that cannot stand alone. Therefore, in an educational organization, namely a Madrasah institution, it is very important for a manager who is able to manage the human resources within it to develop well and optimally(Noor & Faittaahumi, 2023).

In educational organizations, in this case Madrasahs, teaching staff or teachers are important human resources in Madrasah organizations. The success of a Madrasah is determined by the results of the management and development of human resource management in the organization. This human resource management includes individuals and groups who have the qualifications and are worthy of occupying a position in the Madrasah organization so that the Madrasah improves, continues to develop, and can maintain the Madrasah's increasing credibility(Nur Efendi & Muh Ibnu Sholeh, 2023).

The Madrasah Head is a leader figure in the Madrasah organization who has a very important role in empowering teaching and education staff to be able to work effectively and efficiently in accordance with the Madrasah's vision and mission to achieve optimal results, but must also remain in a pleasant condition when providing examples and tasks to employees. With the hope that the Madrasah wants teaching and education personnel to be able to carry out their duties and obligations optimally, have high loyalty, and be able to contribute all their energy for the benefit of the Madrasah. Apart from that, teaching staff, namely teachers and educational staff or Madrasah staff, as individual human beings, also need improvement and improvements in themselves both in carrying out their duties and to fulfill their life and career needs(Allui & Sahni, 2016). In connection with this, the function of coaching and developing personnel management, both individually and in groups, is absolutely necessary, to be able to maintain, improve, increase the competence, abilities, attitudes, behavior, performance, motivation and commitment of teaching and educational staff in a Madrasah. well. Because this will of course affect the level of professionalism of the teaching staff or teachers and education staff in the efforts and results of the process of improving the quality of education in the Madrasah, so that the teaching and learning process continues to be carried out well, efficiently and on target according to the needs of students (Ambar Teguh, 2009). In the Koran, Surah At-Tin, verse It means; Indeed, We have created humans in the best form. From the verse above it can be said that humans are responsible creatures, created with perfection compared to other creatures.

According to Tafsir Quraish Syihab in the Al-Quran, Surah At-Tin, verse 4, We have indeed created humans in the best form and nature. Humans are gifted with a perfect mind, feelings and body, which implies the perfection of the human self so that they become individuals who can develop themselves and become effective members of society so that they can develop the potential capabilities of the resources they have. Humans as individual driving resources in organizations or educational institutions must have the characteristics of being honest, responsible, trustworthy, communicative, as well as intelligent and wise in determining policies(Andi Suhendi, 2021). Armed with this knowledge and characteristics, it is hoped that the Madrasah institution can achieve its planned goals. With regard to Human Resource Management, it is reflected in the words of Allah in the Al-Quran surah Al-Jatsiyah verse 13 as follows: and He has subjected to you everything in the heavens and everything on earth, (as a mercy) from Him. Indeed, in that there are truly signs (of Allah's power) for a people who think.

According to Tafsir Quraish Shihab in the Al-Quran surah Al-Jatsiyah verse 13, He is the only one who, for your benefit, subdued all the heavenly bodies in the form of sparkling stars and various planets, and everything on earth in the form of plants, abundant milk, fertile land, water, fire, air, and desert. All of this was subdued by Allah SWT. to guarantee the necessities of life. The blessings mentioned are signs that show the omnipotence of Allah for people who want to meditate on these verses (Destiana, 2023). Therefore, these existing resources must be managed properly because they are a mandate carried out by humans for whom they will be held accountable in the afterlife. To obtain good management, humans are required to master science. To obtain and empower educators, educational staff and other human resources, a truly functional management system is needed (Efi Rufaiqoh Muhaimin, 2017). Islam views that the recruitment process for teaching staff is a crucial issue because it will affect the performance results and achievement of the goals of an educational institution. Apart from that, Islam also states that the recruitment process must be carried out correctly and well so that the recruitment goal of getting suitable and worthy employees can be achieved. As in the word of Allah SWT Q.S Al-Qashash verse 26 : One of the two women said: "Yes, my father, take him as someone to work (for us), because indeed the best person you can take to work (for us) is someone who is strong and trustworthy."

According to Tafsir Quraish Syihab in Q.S Al-Qashash verse 26. One of the two women said, "O Father, hire that young man to shepherd or take care of our domestic sheep for a salary! Indeed, he is the best person you have hired, because his strength is strong and he can be trusted." The role of recruiting teaching staff is to provide an additional supply of potential teaching staff in an educational institution to help the institution achieve the goals and targets that have been planned. Recruitment is an effort made to obtain the human resources needed to fill vacant positions through various stages and procedures that have been created by the party concerned (Jumroh, 2021).

Madrasa administrators are competing to prepare their human resources, in this case of course qualified and professional teaching and education staff to continue to develop themselves effectively. Human Resource Management will get effective and optimal results, if carried out using appropriate and good procedures, including (1) Planning of teaching staff, (2) Procurement of teaching staff, (3) Coaching and development of teaching staff, (4) Promotion and transfers, (5) Dismissal of teaching staff, (6) Compensation, and (7) Evaluation of teaching staff (Rahmi Pata, 2017).

The existence of human resource management aims to organize and manage human resources that are qualified, reliable, qualified, productive and professional. Based on the explanation above, of course the head of the Madrasah has an important role in implementing resource management for teaching staff in the Madrasah which must be able to improve and maintain the performance of teachers and employees. Therefore, the researcher intends to conduct further studies on the implementation of human resource management in one of the Madrasahs in Bandar Lampung. The human resources referred to are educators and educational staff, in other words, employees who work at the Madrasah, including planning for teaching staff, procurement of teaching staff, promotion, development of teaching staff, dismissal of teaching staff, compensation and evaluation of teaching staff (Sukawati et al., 2020).

Based on the results of factual data from pre-research at MAN in the city of Bandar Lampung on October 10 2023, the Head of MAN 1 and MAN 2 Bandar Lampung stated that MAN 1 and MAN 2 Bandar Lampung were madrasahs that were developing in Bandar Lampung which had Islamic religious characteristics. Then, in an effort to increase the professionalism of teaching and educational staff, internally providing scholarships for further study with the provisions that apply in Madrasahs, externally providing training, educational seminars, education and training, Subject Teachers' Conferences (MGMP), and having A accreditation in the last five years, as well as being ranked in the top 10 of the

best state Madrasahs based on the scores obtained by graduates who took part in UTBK in 2020 and 2021, this shows that as a State MAN Madrasah in Bandar City Lampung can compete well in the city of Bandar Lampung, has teacher graduates with Master's degrees in their fields, teachers have a very responsible culture, have teachers with very varied ages, and have long-term work loyalty in their fields.

For Madrasah educational institutions, by having human resource management and how to implement it well and appropriately in a professional manner, of course the Madrasah will grow strong and healthy, on the other hand, Madrasah institutions whose human resource management is not managed well and professionally will create an unpleasant work atmosphere. and influence the results expected by the community and stakeholders which are lacking or even disappointing and the Madrasah is gradually abandoned by the community. Of course, this is an important point for educational institutions, both public and private, which only think about how good student output results are, but pay less attention to how to provide job satisfaction to individuals and groups, in this case human resources are the driving force behind education in institutions. education or in Madrasahs.

From the explanation and general description, the author feels it is necessary to find and examine more deeply the implementation of human resource management, in this case educators and teaching staff at MAN Negeri in the city of Bandar Lampung, considering that MAN Negeri in the city of Bandar Lampung in recent years has included Madrasahs that are developing and continue to experience increased achievements and have become Madrasahs that are quite popular with the community. Based on the positive problems explained above, the researcher is interested in conducting research with the title "Implementation of Human Resources Management for Educators in State Madrasah Aliyah throughout the City of Bandar Lampung".

## **METHOD**

This research was carried out at MAN in Bandar Lampung City with the research starting in September 2023 until completion, through several stages, namely research preparation, carrying out data collection, data analysis, and preparing reports. The type of research used is a qualitative approach with the aim of describing problems regarding the implementation of human resource management in MAN throughout Bandar Lampung City, with data collection methods through observation, interviews and documentation. Data sources consist of primary data obtained through interviews with madrasa heads, deputy madrasa heads, and teaching staff, and secondary data in the form of related documents. The data analysis technique used is descriptive qualitative, which involves data reduction, data presentation, and data verification to draw objective conclusions. To ensure data validity, this research uses data triangulation, namely comparing information obtained from various sources and methods to obtain more accurate and reliable conclusions(Hardani et. al, 2020).

## **RESULTS AND DISCUSSION**

### **Implementation of Organizing Educators in MAN throughout the City of Bandar Lampung**

This organization aims to guide teachers to work effectively. In an organization all the work if done by one person is too heavy, so help is needed and an effective work group is formed. The success of an organization is determined by the quality of human resources who interact with each other and develop the organization concerned. Organizations in improving Human Resources in order to optimize the performance of teaching staff cannot be separated from empowering existing potential. The following are forms of organizing teaching staff in MAN throughout Bandar Lampung City. Firstly, how to organize teaching staff in State Madrasah Aliyah throughout Bandar Lampung City. Organizations in

improving Human Resources in order to optimize the performance of teaching staff cannot be separated from empowering existing potential. At MAN in Bandar Lampung City, teaching staff have been organized to increase the potential and competency of each teaching staff. The way to organize teaching staff at MAN in Bandar Lampung City is by making a study schedule. For civil servant educators who have large schedules, these schedules will be assisted by honorary teachers who of course match their competencies. Organizing the teaching staff at MAN in Bandar Lampung City is carried out by teaching according to their competencies, teachers will be distributed tasks according to their fields(Tanjung, 2020).

Organizing is an interesting thing to pay attention to, because it will be related to various organizational interests and the interests of the employees themselves. Organizing becomes a recommendation or decision to distribute candidates to different jobs based on an estimate of the candidate's chances of success in each different job. The task of organizing is to assess candidates and to match their qualifications with the requirements that have been established. reassigned for each job. Second, there are obstacles in the process of organizing teaching staff in State Madrasah Aliyah in Bandar Lampung City, especially honorary teachers. Because some honorary teachers also teach in other schools, this makes the learning process less effective. Another obstacle is when there are a large number of additional teachers because it is difficult to place them. And not all teaching staff master computerization or digitalization. Therefore there must be training regarding this matter. Challenges within the scope of educational management are very diverse and complex. However, this does not create a big problem because the independent curriculum is quite flexible in its implementation. Therefore, there must be creativity from teaching staff as it relates to facilities and infrastructure. Some of the main challenges faced by education management include limited resources, changes in education policy, and increasingly rapid technological developments.

Based on the explanation of the discussion above, it can be seen that the results of this research are the same as the theory, namely that in simple terms an organization can be interpreted as a unit which is a forum or means for achieving various goals or objectives. The organization has many underlying components, including many people, work relationship arrangements, , job specialists and rational awareness of members according to their respective abilities and specializations. An organization is a formal, structured and coordinated association system of a group of people who work together to achieve certain goals(Mubarok, 2021).

#### **Implementation of Educator Performance in MAN in Bandar Lampung City**

Teacher performance is related to the quality, quantity of output and reliability that teachers have in carrying out their duties. Teachers who have high performance can improve the quality of education. Teacher performance is one of the main factors that determines the success of the educational process in schools. Teacher performance is the result of the teacher's work which is manifested in the form of teacher knowledge, skills, values and attitudes in carrying out their duties and functions, which are shown in their appearance, actions and work achievements. The work program for teaching staff at MAN in Bandar Lampung City has regulations such as learning targets, assessment from the leadership. But for honorary staff, the school cannot assess them. There is a PKG supervision assessment once a year and supervision of the madrasa head twice a year(Yaya Jakaria, 2014).Teacher performance is assessed every year. There are two teacher assessments at MAN in Bandar Lampung City, namely academic supervision and performance assessment or PKG for teachers. In the process of evaluating teaching staff, it can be seen that teachers carry out 4 main tasks, namely lesson planning, creating learning tools, reporting and evaluation. The work program for teaching staff at MAN in Bandar Lampung City as a whole has been implemented well, for example every month making and filling out SKPs, there are internal services (teachers, students and school

community), external services (student guardians, alumni, stakeholders). Therefore, it requires a structured and clear work program to carry out its duties in accordance with the rules existing in the madrasah. So far MAN throughout Bandar Lampung City has implemented teacher performance programs well and according to the rules. MAN throughout Bandar Lampung City has a technology-based training program. Teacher competence must be dynamic. The pattern for developing teachers in MAN throughout Bandar Lampung City took the initiative to improve the human resources of teaching staff by calling related parties, inviting supervisors to provide training to teaching staff. Because at the school there are complete facilities and they have been prepared, but not all classes are only in the superior classes and they collaborate in community service with UIN to help or control competitions organized by the ministry (Tanjung, 2020).

The school principal's ability to plan, control and mobilize members in the school organization influences the running of the organization in a conducive and comfortable manner and is the main task of the school principal. The school principal has the responsibility to improve the quality of the school, such as improving the quality of professional teachers in the teaching and learning process in the classroom, and various activities related to the school. IT-based integrated training at MAN 2 Bandar Lampung, for example, when there are applications used in the learning process, such as RDM. The school will conduct the training. There is a media team that will train teachers in IT-based teaching. After completing this training program, it is hoped that participants will be able to implement learning more effectively in daily practice. They will have the knowledge and skills needed to identify differences between students and design appropriate teaching strategies. With training related to the use of IT, various IT-based media will also be introduced that can be used to make learning more interesting and interactive. They will learn to use software and applications that can help them in compiling learning materials that suit student needs (Mukhtar Latif, 2020).

Furthermore, the empowerment of MGMP in State Madrasah Aliyah throughout Bandar Lampung City is actually already underway. MGMP in schools actually already exists, but because the community of teachers who participate is small, sometimes it is not implemented routinely. Facilitators who have provided training at their knowledge center are only used for project formation and do not develop their colleagues. For a teacher, joining MGMP is an important thing. Apart from the reasons above, by joining MGMP, it will be easier for us if we want to take part in training through SIM PKB. As professional teachers, we are encouraged to join MGMP because our existence will be taken into account more. MGMP helps teachers improve their teaching professionalism, in the form of attitudes, knowledge and skills, so that it will also have an impact on students.

This MGMP is also used as a means for teachers to communicate, learn, and exchange ideas and experiences to improve teacher performance as practitioners/actors of changes in the reorientation of the learning process in the classroom. In accordance with the theory which explains that the Subject Teachers' Conference (MGMP) is a professional forum or forum for subject teachers located in a district/city/sub-district/studio/school cluster area. The scope includes subject teachers at MTs/SMP and MA/SMA or equivalent, both public and private, both with civil servant and private status and/or non-permanent/honorary teachers. Its working principle is a reflection of the activities "of, by and for teachers" of all schools. On this basis, the Subject Teachers' Conference (MGMP) is a non-structural organization that is independent and based on family. Furthermore, in terms of the performance of MAN educators throughout Bandar Lampung City, the performance of the teaching staff is considered to be very good, seen from the supervision values that have been carried out appropriately and all of the teaching staff are performing well. For example, the performance of teaching staff at MAN in Bandar Lampung City is through evaluation funds through supervision and academic activities.

MAN in Bandar Lampung City's teaching staff's performance is quite good, judging from the average supervision scores, they are also good. In general, the performance of teaching staff is good. Teacher performance is related to the quality, quantity of output and reliability that teachers have in carrying out their duties. Teacher performance is the result of the teacher's work which is manifested in the form of teacher knowledge, skills, values and attitudes in carrying out their duties and functions, which are shown in their appearance, actions and work achievements. Increasing teacher performance is the beginning of improving education which means improving the quality of human resources. Teachers who have high performance can improve the quality of education. Teacher performance is one of the main factors that determines the success of the educational process in schools. Performance is the quantity or quality of the work of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or are applicable within the organization.

### **Implementation of Position Promotion and Compensation for Educators in MAN throughout the City of Bandar Lampung**

Educators at MAN in the City of Bandar Lampung have received a promotion, namely a change in work position which enlarges the authority and responsibility of an educator because of a higher position in the school so that obligations, rights, status and income are greater. Job promotion refers to giving educators greater authority and responsibility within the organizational structure, accompanied by increased rights, status and opportunities for renewal. The indicators for giving promotions are honesty, loyalty, level of work performance and work experience. Position promotions are adjusted to needs. For example, you can see the competence, motivation, integrity and rewards given to teachers. The provision of position promotions carried out by MAN managers throughout Bandar Lampung City is in accordance with needs and the leader is the one who decides. Someone should be promoted because they have strong self-management skills. Effective workload management is a strong point of a good candidate for promotion. An educator may want to take on more responsibility and work with less managerial intervention. If they do, they need to demonstrate great self-management skills. Providing Position Promotions by organizations or agencies is a form of appreciation or "reward" given to teaching staff as a form of trust and recognition regarding the abilities and skills of teaching staff to occupy a higher position.

Promotion occurs when an educator is promoted to a position classified at a higher pay grade, or in certain circumstances, recognition of much greater responsibility within the same grade. Apart from getting a salary increase, promotions can also provide more benefits, such as promotions can increase job satisfaction by providing a sense of achievement and recognition. Provides opportunities to develop new skills and challenge yourself. MAN throughout the city of Bandar Lampung has carried out position promotions for its teaching staff which are carried out by its leaders in various forms. The form of promotion given to teaching staff at MAN 2 Bandar Lampung is in the form of rewards for children and teachers who excel. Apart from that, a form of promotion is that teachers are given additional duties as deputy head of madrasah, head of dormitory, etc. Leaders appreciate our additional duties which must be carried out well.

The opportunity to develop at MAN in Bandar Lampung City is an important thing. Therefore, MAN in the City of Bandar Lampung also provides opportunities for its teaching staff to carry out promotions with provisions which will later be taken into consideration by the leadership in assessing whether it is appropriate to apply for promotion or not. Promotion can provide social status, authority and responsibility as well as greater income for the teaching staff. One thing that can improve teacher performance is by providing compensation in the form of salary, bonuses, other types of allowances and facilities. Providing this compensation is one of the stimulating tools in fostering work enthusiasm

and enthusiasm. MAN throughout the city of Bandar Lampung has implemented compensation for its educators.

For example, compensation for educators is provided by the management of MAN throughout Bandar Lampung City, such as compensation provided by the government, namely salary and certification money, as well as honorary teachers being appointed as P3K. Compensation is given to outstanding teachers according to their performance. Compensation is a form of reciprocity or the total remuneration received by teachers as a result of carrying out work in the organization in the form of money and other things, which can be in the form of salaries, wages, bonuses, incentives, and other benefits such as health benefits, holiday allowances, meal allowances, leave allowances and others. Forms of compensation include salaries, allowances, health responsibilities, official housing facilities, uniforms, field trips, school facilities, awards. Teacher performance is work performance, namely the process through which schools evaluate or assess teacher work performance.

A good compensation system needs to be supported by rational methods that can result in someone being paid or compensated according to the demands of their work. Compensation is all income in the form of money, direct or indirect goods received by employees as compensation for services provided to the company. Establishing an effective compensation system is an important part of human resource management because it helps attract and retain talented jobs. In addition, the company's compensation system has an impact on strategic performance. Compensation is a reward given to teaching staff as a form of appreciation for helping school development. The form does not have to be money or salary, but can also be in the form of leave, allowances or incentives. Forms of compensation include salaries, allowances, health responsibilities, official housing facilities, uniforms, field trips, school facilities, awards. Teacher performance is work performance, namely the process through which schools evaluate or assess teacher work performance. In general, things that educators often complain about as a form of dissatisfaction with their work include problems related to salary (one type of compensation), work safety, work difficulties, ability to solve work problems, and opportunities to get promotions. The form of compensation given to teaching staff at State Madrasah Aliyah throughout Bandar Lampung City already exists and is being implemented effectively. The following are the results of the researcher's interview with one of the teaching staff who stated that the management of MAN in Bandar Lampung City carried out a form of compensation for educators, for example by providing salaries and allowances, non-PNS teachers received transport money. For example, we can see the positions and compensation of teaching staff given by MAN management throughout Bandar Lampung City from their competence, motivation, integrity and the rewards given to teachers. The compensation system that applies in this madrasah has a very important role because it is one of the most sensitive aspects.

### **Implementation of Educator Assessment in MAN throughout the City of Bandar Lampung**

Teacher performance assessment is essentially an activity to foster and develop professional teachers carried out by teachers, by teachers and for teachers. Assessing a person's performance is to find out how much they work through a formal and structured system, such as assessing, measuring, and influencing work-related traits, behavior, and results including absenteeism. Teacher performance assessment is an activity that gives value to each item of teacher activity in order to assess their performance and improve subsequent performance. The components assessed include four competencies, namely pedagogical, personality, professional and social competencies. These four competencies must be possessed by every teacher. The teaching supervision program at MAN in Bandar Lampung City has the aim of developing teachers to better understand the true goals of

education and the role of schools in achieving those goals. Enlarge the ability of teachers to prepare their students to become effective members of society((*No Title*), n.d.).

MAN in Bandar Lampung City has carried out an assessment in the form of supervision for educators. The supervision program for teaching staff is that supervision is a requirement for madrasa heads. Supervision has provisions and can be carried out by senior teachers, those with higher ranks, or school staff. In schools, assessments are usually in the form of questionnaires. The supervision program at MAN Bandar Lampung is that the head of the madrasah forms a team of senior teachers to carry out assessments. This supervision program is carried out at MAN 2 Bandar Lampung once a year, and the principal is assisted by senior teachers for assessment. Through assessments, teachers can find out the problems and difficulties faced by children, for example there are children who experience obstacles in their speaking abilities, so that from this the teacher can plan and develop appropriate learning programs to stimulate these abilities(Sedarmayati, 2022).

The time used to conduct an assessment of teaching staff at State Madrasah Aliyah in Bandar Lampung City is that teachers will receive a Performance Assessment Results Document at the end of each performance management period or twice in one budget year. Evaluation of the performance of teaching staff is carried out in order to maintain the quality of educators. With performance evaluation, each teaching staff will have guidelines as a benchmark for their performance in the future. Every educator certainly needs feedback on their performance, this can be a guideline for their future performance, therefore assessment guidelines are needed that describe personnel performance. The assessment program carried out is the PKG supervision assessment once a year and supervision twice a year. This program has applicable conditions. Time taken for assessment of teaching staff at MAN in Bandar Lampung City. Quarterly assessments are held, starting from attendance, performance, etc. MAN in Bandar Lampung City has become a madrasa that has carried out evaluations of its teaching staff well and is running effectively. The evaluation carried out is by providing a report to follow up and see how the teachers' skills are. The evaluation that has been carried out at MAN Bandar Lampung will then be summarized and followed up on these values with efforts that must be developed. This evaluation is in the SKP where there will be a special team. Overall, the evaluation carried out is very important to determine whether the learning system implemented by the teaching staff is effective or not. Because if an educator does not carry out evaluations, it is the same as the teaching staff making no progress in designing learning systems. This assessment can show which teachers need to improve their quality assurance. Then the evaluation of teaching staff in State Madrasah Aliyah throughout the City of Bandar Lampung becomes an important process in assessing the effectiveness of the educational process in achieving the educational goals that have been set. The teacher performance evaluation system is an assessment system designed to identify teachers' abilities in carrying out their duties through measuring mastery of competencies demonstrated in their work performance. The way to evaluate the performance of teaching staff at MAN Bandar Lampung is by filling out a form, a satisfaction survey from students, and an assessment from the head of the madrasah. To assess the teacher's ability to apply the competencies and skills required in learning, mentoring, or carrying out additional tasks relevant to school functions. Thus, performance assessment in every organization is absolutely necessary, because it will encourage improvements in the quality of the organization and the elements concerned. Evaluation or performance assessment can be an important basis for efforts to increase the productivity of an organization and can provide feedback on performance.

## CONCLUSION

The implementation of organizing teaching staff in MAN throughout Bandar Lampung City is a very important action so that the goals set in the planning can be realized. The first form of organizing teaching staff in MAN throughout the city of Bandar Lampung is how to organize teaching staff by making a study schedule which is of course according to competency. Implementation of the performance of teaching staff in MAN throughout Bandar Lampung City has gone well. The teaching staff work program has regulations such as assessment (supervision) of teachers, learning targets, training from leaders. For example, there is PKG supervision once a year and supervision of the madrasa head twice a year. Then IT-based integrated training is carried out by increasing human resources for teaching staff by calling related parties, inviting supervisors to provide training to teaching staff through integrating technology-based learning. The performance of teaching staff at MAN in the City of Bandar Lampung has been implemented well, for example there is a distribution of teaching tasks which are then carried out by teachers in the classroom and then evaluated through supervision activities by the school principal. The performance of educators at MAN in Bandar Lampung is good, seen from the supervision scores with a good average score. The implementation of job promotions and compensation for teaching staff at MAN in Bandar Lampung City can be seen from their motivation, integrity and the provision of rewards to teachers, in addition to salary increases and promotions for teachers who have good competencies. The form of promotion given to teaching staff at State Madrasah Aliyah in Bandar Lampung City is in the form of awards for teachers who excel. Implementation of the assessment of teaching staff at MAN throughout Bandar Lampung City has been carried out well and programmed. The first is the supervision program for teaching staff at State Madrasah Aliyah throughout Bandar Lampung City. The implementation of supervision has provisions and can be carried out by deputy school leaders, by senior teachers, those with higher ranks, or the school's deputy staff. The supervision program at MAN in Bandar Lampung City is that the head of the madrasah forms a team of senior teachers to assess the time used to carry out assessments of teaching staff, namely PKG supervision assessments once a year and 2 times 1 year supervision. Evaluation of the performance of teaching staff at MAN in Bandar Lampung City is carried out by filling out forms, satisfaction surveys from students, and assessments from madrasa heads.

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