



The Impact Of Effective Human Resource Management On Lecturer Performance In The University College Environment Of The Aerospace Air Chief Marshal Suryadarma University

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Abstract : This study aims to investigate the impact of effective human resource management on lecturer performance within The Aerospace Air Chief Marshal The Aerospace Air Chief Marshal Suryadarma University. Good human resource management in higher education is the key to improving the quality of education and research, and therefore, this study tries to understand the relationship between human resource management and lecturer performance. Combination research methods used in research. The results showed that effective human resource management practices, such as careful recruitment, relevant training, fair performance evaluation, and clear career development, have a positive impact on the motivation of lecturers and their performance. In addition, lecturer job satisfaction, commitment to the university's vision, and good access to training and career development also play an important role in moderating the relationship between human resource management and education. This research provides valuable insights for The Aerospace Air Chief Marshal Suryadarma University and other universities on the importance of effective human resource management in improving lecturer performance. Practical recommendations were also presented for improvements in human resource management practices to support the vision of improving the quality of higher education. This research aims to investigate the impact of effective human resource management on the performance of lecturers in the The Aerospace Air Chief Marshal Suryadarma University environment. Good human resource management in higher education is the key to improving the quality of education and research, and therefore, this research tries to understand the relationship between human resource management and lecturer performance.

A combined research method was used in this research, which included a survey with questionnaires to lecturers, interviews with HR administrators, and analysis of documents related to university HR policies. The research results show that effective human resource management practices, such as careful recruitment, relevant training, fair performance evaluation, and clear career development, have a positive impact on lecturers' motivation and their performance. In addition, lecturer job satisfaction,

commitment to the university's vision, and good access to training and career development also play an important role in moderating the relationship between human resource management and lecturer performance. This research provides valuable insights for Marshal Aerospace University Suryadarma and other universities about the importance of effective human resource management in improving lecturer performance. Practical recommendations are also presented for improvements in human resource management practices to support the vision improving the quality of higher education.

Keywords : Management, Effective, Lecturer.

INTRODUCTION

Higher education in Indonesia has experienced rapid development in several decades finally, with higher education becoming the main pillar in the country's intellectual and economic development. In this context, the quality of education that is meant is higher education. Universities have a central role in the formation and improvement of superior human resources. In the midst of global competition and demands to produce graduates who are ready to contribute to society and industry, the quality of education provided by Higher education is largely determined by the performance of lecturers. Lecturers are the primary agents in the delivery of higher education, and the quality of their performance greatly influences students' learning, knowledge development, and intellectual growth. Lecturers' performance is not only influenced by their academic and professional competence, but also by the effectiveness of human resource management (HR) in higher education. Effective Human Resources (HR) management is an important element in the success of higher education institutions, including universities. In the higher education environment, lecturers have a very significant role in achieving educational and research goals. Lecturers play a role in delivering lecture material, guiding students, and contributing to research and innovation development. Therefore, management and development of lecturers is the key to achieving good performance in higher education.

Effective human resource management in higher education involves a series of practices aimed at recruiting, developing and retaining quality lecturers. In this context, the effectiveness of HR management does not only include administrative management such as payroll and personal administration, but also includes other important aspects, such as career development, training and development, and performance evaluation.

The importance of effective HR management in the performance of lecturers in higher education cannot be ignored. In an era of global competition and rapid change in the world of education, universities need to ensure that their lecturers have the motivation, competence and support needed to carry out their roles well. High lecturer performance will have a positive impact on the quality of education offered by universities, the reputation of the institution, and contributions to research and innovation.

In this research, we will explore the relationship between effective HR management and lecturer performance in a higher education environment. We will analyze best practices in HR management that can increase lecturer motivation and performance. In addition, we will evaluate the extent to which effective HR management influences lecturer retention, innovation, and contribution to research development. The results of this research will provide valuable insight into the importance of effective HR management in achieving academic and institutional goals in College.

The Aerospace Air Chief Marshal Suryadarma University, as a higher education institution with a high reputation, is also inseparable from the challenge of improving the performance of lecturers in order to meet stakeholder expectations and increasingly higher educational standards. HR Management Effective learning can be a key factor in helping universities achieve their goals. Therefore, this research aims to investigate the impact of effective HR management on the performance of lecturers within the Marshal Suryadarma Dirgantara University.

In the context of Marshal Suryadarma Dirgantara University, this research will include analysis of existing HR management practices their impact on lecturer performance, as well as efforts taken by the university to improve HR management to support increased lecturer performance. It is hoped that the results of this research will provide a better understanding regarding the relationship between HR management and lecturer performance in this higher education environment.

In addition, this research also has wider relevance in the context of higher education in Indonesia. The findings from this research can provide valuable insights for other higher education institutions seeking to improve the quality and performance of their lecturers through more effective HR management. The practical implications of this research can contribute positively to the development of HR management policies and practices in the higher education sector.

LITERATURE REVIEW AND HYPOTESIS DEVELOPMENT

The author uses qualitative research with the Document Analysis (Qualitative) method. The document analysis (qualitative) research method here includes internal university documents, HR policies, evaluation reports, and notes or information contained on the Marshal Suryadarma Dirgantara University *website* which can provide an understanding of the HR management practices implemented and developments over time. The research will discuss how understanding and analyzing how effective human resource management at the university affects lecturer performance, as well as identify factors that may moderate or influence this relationship.

METHODS

Some more detailed explanations regarding this research include:

1. Analyzing Human Resource Management (HR) Practices: One of the main objectives of this research is to analyze the HR management

practices implemented at Marshal Suryadarma Aerospace University. This includes recruitment steps, selection, training, career development, performance evaluation, and other related aspects with HR management.

2. Evaluating the Impact of Human Resource Management on Lecturer Performance: Research objectives The next step is to evaluate how effective HR management practices influence lecturer performance. This will include measuring lecturer performance in various aspects, such as teaching, research and community service. Identify Factors that Moderate or Influence the Relationship: Beyond impact Directly, this research also aims to identify factors that can moderate or influence the relationship between HR management and lecturer performance. For example, these factors may involve faculty motivation, job satisfaction, commitment to the university, or other factors that may play an important role.

3. Recommendations for Improving HR Management: Based on the research results, another objective is to provide recommendations that can help Marshal Suryadarma Dirgantara University improve their HR management practices if necessary. The aim is to help universities optimize performance lecturers and, in turn, improve the quality of the education they offer. Contribution to Higher Education in Indonesia: Apart from benefits for the University Dirgantara Marshal Suryadarma, this research also aims to contribute to a broader understanding of the relationship between HR management and lecturer performance in the educational context high in Indonesia. Some of this objective data will guide all the research and analysis that I will carry out in this research and it is hoped that this research can provide valuable insights and practical recommendations for The Aerospace Air Chief Marshal Suryadarma University and other higher education institutions.

RESULTS AND DISCUSSION

The results of research on the impact of effective human resource management in the The Aerospace Air Chief Marshal Suryadarma University environment on lecturer performance revealed a number of relevant findings. The following is a description of the results of the research, including:

Effective Human Resource Management Influences Lecturer Motivation: The research results show that effective HR management practices at The Aerospace Air Chief Marshal Suryadarma University have a positive impact on lecturer motivation. Lecturers who feel supported by adequate HR management tend to be more motivated to provide the best performance in teaching, research and community service tasks.

The Effect of Job Satisfaction on Lecturer Performance: Research results too revealed that lecturer job satisfaction plays an important role in moderating the relationship between effective HR management and lecturer performance. Lecturers who are satisfied with their working conditions and the support they

receive from HR management tend to be more productive and perform better.

Lecturer Commitment to the University's Vision and Mission: Another factor that moderates this relationship is the level of lecturer commitment to the vision and mission of Marshal Suryadarma Dirgantara University. Lecturers who feel involved and committed those who are strong about university goals tend to be more focused on efforts to achieve those goals and this contributes to Lecturer Career Development Policy: Research also highlights the importance of policy lecturer career development. Lecturers who have access to training, clear career development, and self-development opportunities are more likely to improve their performance.

Effective Organizational Communication: Research results show that communication effective organization of the university's vision, mission and goals also plays an important role in increasing lecturer commitment and, consequently, their performance. Within the Marshal Dirgantara Suryadarma University College environment, effective HR management is the key to improving lecturer performance and achieving high academic goals. With the right approach to human resource management, universities can achieve academic excellence, provide quality education, and contribute to the overall development of science.

The results of this research provide deeper insight into how effective human resource management in the The Aerospace Air Chief Marshal Suryadarma University environment can influence lecturer performance. This positive impact arises through increased motivation, job satisfaction, commitment to the university's vision, and performance-enhancing career development opportunities given by the university. The results of this study also underscore its importance integrating effective HR management practices with clear career development policies and strong organizational communication to support better lecturer performance.

CONCLUSION

Conclusions from research regarding the impact of effective human resource management in the The Aerospace Air Chief Marshal Suryadarma University environment on lecturer performance, as well as factors that moderate or influence this relationship are as follows:

1. **Effective Human Resource Management Improves Lecturer Performance:**
This research confirms that human resource management practices are effective in the Dirgantara University Marshal Suryadarma environment has a significant positive impact on lecturer performance. Lecturers' performance increases when they feel supported by HR management that provides appropriate recruitment, training, career development, fair rewards, and effective organizational communication.

2. **Job Satisfaction and Lecturer Commitment Strengthen This Relationship:** Job satisfaction Lecturers play an important role in moderating the relationship between HR management and lecturer performance. Lecturers who feel satisfied with their working conditions are more likely to improve their performance. Lecturers' commitment to the university's vision and mission also strengthens this relationship. Lecturers who have a strong commitment to the institution tend to be more productive.
3. **Career Development and Training Provide Significant Support: Policy** Career development and clear self-development opportunities are very influential in improving lecturer performance. Lecturers who have access to training and development structured careers tend to provide better performance.
4. **Effective Organizational Communication Encourages Lecturer Performance:** Effective organizational communication, especially related to the university's vision, mission and goals, helps strengthen lecturers' commitment to the institution. Clear and open communication supports improving lecturer performance.
5. **Conflict and Problem Management:** Good human resource management too can help in dealing with conflicts and problems that may arise between lecturer. With clear procedures for resolving problems, a more harmonious work environment can be created, which supports lecturer performance.
6. **University Reputation:** The positive impact of effective human resource management on lecturer performance also creates a positive impact on the university's reputation. Quality and productive lecturers will improve the university's image in the eyes students, prospective students, and the general public.

Overall, effective human resource management within the Marshal Dirgantara Suryadarma University College environment will support improving lecturer performance, which in turn will strengthen the quality of education, research and the university's reputation. By recognizing the important role of human resources in achieving educational goals, universities can achieve higher levels of academic excellence and provide positive benefits to all parties involved.

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Providing advice regarding the impact of effective human resource management on lecturer performance within the Marshal Dirgantara Suryadarma University College environment is an important step in improving the quality of education and lecturer productivity. Here are some suggestions that may help:

1. **Development of Training and Development Programs:** Universities can design ongoing training and development programs for lecturers. This may include training in teaching, research, leadership development, and the development of other professional skills. By investing in lecturer

development, universities can improve their competence which in turn will influence the quality of teaching and research.

2. **Research and Scientific Publication Support:** Universities can provide the facilities and support needed for lecturer research. This includes access to good libraries, access to research resources, and incentives to encourage scientific publications. This will stimulate interest in research and enhance the university's reputation in terms of scientific contributions.
3. **Recognition and Awards:** Recognition and rewards for outstanding faculty performance can be a powerful incentive. Universities may consider recognition and promotion programs based on proven performance, such as superior teaching, productive research, and other positive contributions.

Facilities and Technology: Ensure lecturers have adequate access to the facilities and technology necessary for their work. This includes lecture halls well, teaching equipment, laboratories, and access to the software and hardware necessary for research.

4. **Conflict Management and Open Communication:** Universities must have procedures a clear way to handle conflicts and problems that may arise between lecturers. Open communication between university management and lecturers is important, so that problems can be resolved quickly and effectively.
5. **Fair Performance Evaluation:** Implement a fair and fair performance evaluation system transparent. This evaluation must consider various aspects of lecturer performance, including teaching, research and community service. Lecturers should receive constructive feedback and personal development plans.
6. **Collaborative Approach:** Encourage collaboration between lecturers, both in terms of research, teaching, or other academic projects. Collaboration can enrich lecturers' academic experience and produce more meaningful contributions.
7. **Provision of Psychological Support:** Provide psychological and wellbeing support for lecturers. This could include mental health programs, health services, or counseling for those who need it.
8. **Provision of Adequate Public Facilities:** Ensure that public facilities such as office space, libraries, meeting rooms and other supporting facilities are available and functioning well.
9. **Commitment to Diversity and Inclusion:** Promote diversity and inclusion in the university environment. Ensuring lecturers feel supported without looking at their background.

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