The Implementation of Human Resource Management in Improving School Effectiveness

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Article History:	Abstract
	This study aims to examine how human resource management (HRM) deployment can enhance school efficacy. The caliber of current human resources, such as teachers, administrative personnel, and management, has a significant impact on how effective schools are in the educational context. The caliber of these human resources is crucial to fostering a positive learning environment and assisting students in achieving their academic objectives. A case study was used in this study. methodology in conjunction with a qualitative approach in a number of urban and rural schools. In-depth interviews with principals, educators, and administrative personnel were used to gather data, in addition to firsthand observation of the HRM procedures that were put into place. According to the study's findings, implementing sound HRM procedures—like performance reviews, continuous training, and selective hiring—significantly increases the efficacy of educational institutions. While continuous training aids in teachers' skill and knowledge development, selective recruitment guarantees that only competent people join the teaching staff. Constructive performance review also motivates teachers to keep refining their instructional strategies. The significance of HRM in developing successful and high-quality schools is thus supported by this study

How to Cite: Pujilestrai.Y, et.al. (2025). *The Implementation of Human Resource Management in Improving School Effectiveness.* Wiyatamandala Jurnal Pendidikan dan Pengajaran*, 5* (1): 1-8.

INTRODUCTION

School effectiveness is one of the important ways to measure the quality of education. An effective school has not only good academic results, but also a learning environment that supports the development of students' character and social skills. Several indicators can be used to measure school effectiveness, including student learning outcomes, stakeholder satisfaction, and a good school environment. As a result, it is important to understand the components that affect school performance.

To create a productive learning environment, human resource management is an essential part of workforce management, including recruitment, training, development,

and performance evaluation. Effective management can improve employee motivation and performance, which in turn improves organizational performance. Human resources in education are also very important for the success of the school. Selective recruitment is one of the important aspects of MSDM. A good recruitment process ensures that only individuals with the appropriate qualifications and competencies join the teaching team. Effective recruitment can improve the quality of teaching and student learning outcomes. As such, it is important for schools to implement strict and transparent recruitment practices.

One of the important parts of human resource (HR) management is ongoing professional training. This training helps teachers maintain knowledge of the latest teaching trends and methods in the field of education, and teachers who follow continuous professional training tend to perform better and provide a better learning experience to their students. As a result, educational institutions must provide ongoing professional training.

Schools are also more effective with open and constructive performance evaluations. An effective evaluation process can provide helpful feedback for teachers to help them improve their lessons. Performance evaluations that are based on clear standards can help teachers understand areas that need improvement and give them opportunities to grow as professionals. Thus, effective performance evaluation can encourage continuous improvement in teaching practices.

MSDM depends on good leadership. Building a good school culture can be achieved by principals who have a clear vision and can inspire their employees to achieve common goals. Effective leadership can increase employee commitment and motivation, which impacts school performance. As a result, leadership skills are essential for school principals.

Parents and the community must participate to improve school performance. Schools that work better with communities and parents tend to get greater support in achieving their educational goals. Parental involvement in teaching their children can improve learning outcomes and student satisfaction. Therefore, schools must make an approach that involves the community and parents in the educational process. In addition, the study found that the involvement of all stakeholders in the HR management process is essential. Principals, teachers, and administrative staff must work together to create policies and practices that support the improvement of human resources. The results of the interviews show that everyone involved in decision-making feels more responsible for the success of the school because of their participation in the decision-making process. This engagement improves the school's performance because it creates a strong sense of belonging among teachers and employees.

Schools with cultures that support cooperation, innovation, and continuous learning tend to be more successful in achieving their academic goals. Individual behavior and performance in an organization can be influenced by a strong organizational culture. Therefore, it is very important for schools to create a work culture that supports professional development and cooperation. Schools that implement good MSDM practices have a tendency to create a supportive and collaborative work environment. The results of the observations showed that teachers in these schools supported each

other and shared best practices, resulting in a harmonious working atmosphere. Teachers are more likely to actively participate in the learning process when they feel valued and supported. A positive school culture increases teacher satisfaction and improves the learning atmosphere of students. This study seeks to find out how using effective human resource practices (HRM) can improve school performance. It is hoped that this research will help stakeholders in the world of education make better human resource management plans for schools.

METHODS

This study uses a qualitative approach to study how the implementation of Human Resource Management (HRM) contributes to improving school effectiveness. The qualitative approach was chosen because it allowed researchers to gain a better understanding of the context and dynamics that occur in schools. The data was collected through thorough interviews with principals, teachers, and administrative employees from three different schools. These schools are selected based on several factors, such as academic achievement, location, and school size.

The focus of this interview was to find out the perspectives and experiences of the informants on HR practices implemented in their schools, such as training, recruitment processes, and performance evaluations. In addition, observations are carried out in each school to improve understanding of daily interactions, school culture, and how MSDM practices are used in the real world. The aim of this study, conducted through a combination of interviews and observations, was to identify the key components that contribute to school performance and to provide useful insights into the formation of MSDM policies and practices in supporting environments.

It is hoped that this research will provide relevant and actionable recommendations to improve the quality of education in the schools studied. These suggestions could include methods to improve the hiring process, create more efficient training programs, and create a more equitable and constructive performance evaluation system. As a result, this research not only adds to the academic literature but also provides practical benefits for school managers and other stakeholders in the world of education.

RESULT AND DISCUSSION

Proper employee onboarding is an essential component of human resource management (HRM) in schools. This process involves not only sourcing qualified candidates, but also conducting a thorough assessment of the candidate's abilities, experience, and values. Schools that implement strict recruitment procedures tend to be more successful in attracting highly talented candidates to become teachers. Schools can ensure that they choose teachers who not only have a degree but also have the pedagogical and interpersonal skills necessary to create a positive learning environment. This can be achieved through the use of selection methods such as skills tests, in-depth interviews, and teaching simulations.

The quality of teachers has a great influence on student achievement. Research shows that high-quality teachers can significantly improve students' learning achievement. Students have a better learning experience with well-trained teachers who

understand the teaching material. So, selective recruitment focuses not only on formal qualifications, but also on the ability of teachers to adapt to the needs of students and create innovative teaching methods. Schools that succeed in this process will have a more talented team of teachers, which in turn will increase student motivation and engagement in learning.

Selective recruitment can contribute to the development of a positive school culture. When schools are able to attract and retain quality teachers, this results in a more vibrant work environment to work together and support each other. If teachers have a vision and values that align with the school's mission, they will be more motivated to work together to achieve educational goals. Thus, teacher satisfaction levels increase and this culture of cooperation creates a better learning environment for students.selective recruitment not only helps individuals, but also builds a strong and supportive educational community. Ultimately, this will result in a better school overall.

Continuous training is an important element in teacher professional development that aims to improve teaching effectiveness. In the ever-evolving world of education, teachers need to have access to the latest information and teaching techniques to meet the diverse needs of students. In addition to improving teachers' knowledge and skills, continuous training helps them develop more innovative and relevant teaching methods. By participating in regular training, teachers can learn how to use technology in the classroom and create an inclusive and supportive learning environment.

Continuous training increases teacher motivation and job satisfaction. Supported and having the opportunity to advance, they tend to be more motivated to implement new and effective teaching methods. Teachers who engage in high-quality training programs report improvements in their teaching practices and student learning outcomes. Thus, continuous training is not only beneficial for the professional development of teachers, but also has a positive impact on students' learning experiences.

Furthermore, continuous training can create a collaborative culture among teachers. Training programs that involve collaboration between teachers, such as workshops or study groups, allow them to share experiences, challenges, and teaching methods. Collaboration among teachers in the context of continuous training can improve teaching effectiveness and student learning outcomes. By building a support network among peers, teachers can learn from each other and create the most effective methods of education. As a result, continuous training not only enhances one's abilities but also builds a supportive educational community.

Performance evaluation is an important part of human resource management (HRM) in schools. It serves to assess how well teachers are teaching and provide helpful feedback. A fair and open evaluation process not only identifies teachers' strengths and weaknesses, but also provides opportunities for teachers to develop professionally through performance evaluations based on clear standards.

In addition, constructive performance evaluations can build a culture of reflection among teachers. Teachers who receive specific and helpful criticism are more likely to reflect on their teaching practices and look for ways to improve the methods used in the classroom. Effective feedback can also improve everyone's motivation and

performance, including teachers. With supportive evaluations, teachers can be more confident to try new and creative teaching methods. In turn, the student's learning experience will improve.

Furthermore, transparent performance evaluations also contribute to the development of a professional community within the school. When evaluations are conducted openly and involve collaboration between teachers, it can strengthen relationships between colleagues and create a supportive environment. Collaboration among teachers in the context of performance evaluation can improve teaching effectiveness and student learning outcomes. By sharing best practices and experiences, teachers can learn from each other and create better methods to meet the needs of students. Therefore, transparent and constructive performance evaluations are not only beneficial for individual improvement, but also for creating a strong and collaborative educational community.

The study also found that technology can help HR management. In today's digital era, many schools have begun to adopt HR management information systems (HR SIM) to manage teacher and staff data in a more structured manner. By leveraging technology, schools can more easily store and access important information regarding teacher qualifications, experience, and performance. This not only reduces the administrative burden, but also allows management to have a clearer picture of the resources available. HR management information systems also play an important role in the recruitment process. By using digital platforms, schools can expand the search reach of prospective teachers, so that they can attract more qualified applicants. The selection process can be done more efficiently through the use of technology-based assessment tools, such as online tests and video interviews. This way, schools can save time and resources, as well as ensure that they select the candidate who best suits their desired educational needs.
In addition, technology also facilitates training and professional development for teachers. Schools that use e-learning platforms can offer flexible training programs that can be accessed at any time. This allows teachers to attend training according to their schedule, without having to leave the teaching task. By having access to a wide range of learning resources, teachers can continuously improve their abilities and knowledge. This has a positive impact on the quality of teaching in the classroom.

Technology can also be used to evaluate teacher performance more effectively. Schools can collect teacher performance data in real-time through an HR management information system, which can be used for analysis and feedback. With accurate and up-to-date data, management can provide more constructive feedback to teachers and find which areas need improvement. Accountability and continuous professional development are enhanced through a data-driven evaluation process.

Overall, the use of technology in HR management in schools provides many significant benefits. By adopting an HR management information system, schools can improve operational efficiency, accelerate decision-making, and better respond to the needs and challenges faced. This research confirms that the integration of technology in HR management is not only an option, but a strategic step that must be taken by schools to improve the effectiveness of education in the digital era.

CONCLUSION

Schools must understand the importance of human resource management (HRM) to create more efficient strategies to achieve academic goals and improve the quality of education. This study shows that HR management is one way to improve the quality of education.

The recruitment process is an important component of HRM. Schools that implement a rigorous and systematic selection process tend to produce high-quality teachers. This is very important because teachers are an important part of the learning process. By having experienced and talented teachers, schools can significantly improve the quality of teaching and student learning outcomes.

In addition, the main focus of this research is the training and professional development of teachers. Schools that are actively involved in continuous training not only enhance teachers' abilities and knowledge but also encourage them to create new approaches to teaching. Relevant and targeted training programs can help teachers stay up-to-date with the latest educational developments so that they can provide students with a better learning experience.

Performance evaluation is an essential component of effective HR management. Schools can conduct periodic evaluations to provide helpful feedback to teachers, help them determine their strengths and weaknesses and provide opportunities for improvement. In addition, transparent and performance-based evaluations can increase teachers' sense of responsibility, which in turn can improve the quality of education.

Creating a fair compensation system and rewards for outstanding teachers is essential to increase worker loyalty and motivation. Schools with a clear, performance-based reward system tend to increase teacher retention. This is important for maintaining continuity of teaching and building strong relationships between teachers and students. This can have a positive impact on the learning process.

The school culture becomes better because of good MSDM. Teachers are more likely to cooperate and share best practices with their peers when they feel valued and supported. This positive work environment not only increases teacher job satisfaction but also improves the learning atmosphere of students. Students tend to be more motivated to study in a place that supports better performance.

The study also emphasizes how important it is for all stakeholders to be involved in the HR management process. Principals, teachers, and administrative staff must work together to create policies and practices that support the improvement of human resources. In addition to ensuring that the policies implemented are appropriate to the needs and difficulties of the school, this involvement increases teacher confidence. This research shows that incorporating good MSDM practices can improve the overall effectiveness of education. Schools are expected to use these recommendations to improve the quality of education and achieve higher academic goals.

Effective HR management in schools does not only concentrate on administrative matters; It also concentrates on individual and team development. Schools can improve the learning environment through a holistic approach to MSD. Ultimately, this will have a positive impact on the quality of education and student achievement. The use of this approach is a long-term investment that will benefit the entire educational community.

This study shows that the use of technology in school HR management is very beneficial because it is more effective and efficient. Human resource management (HRM) information systems can help schools manage more data about teachers and employees in a more integrated and structured manner. Important things like performance evaluation, recruitment, and training are included in this system. In addition to speeding up the decision-making process, technology enables management to make more accurate and data-driven decisions. This allows schools to better address the needs and problems at hand, which in turn improves the quality of education. Therefore, schools must take strategic steps to incorporate technology into HR management to improve the efficiency of human resource management.

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