HUMAN RESOURCES MANAGEMENT DEVELOPMENT OF TEACHER MOTIVATION IN MTSS CIPAR-PARE KEC. SULTAN DAULAT KOTA SUBULUSSALAM

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Abstract

This study aims to explain the Development of Human Resources Through Work Motivation in Special Education Institutions in MTss Cipar-pare Kec. Sultan Daulat Subulussalam City can be understood in series, namely HR Development through Work Motivation. HR Development at MTss Cipar-pare Kec. Sultan Daulat Subulussalam City understood the process of improving quality through two forms, namely the performance improvement meant by the teachers, the more mature the skills and knowledge with their respective fields. And the development of human resources can affect the motivation of teacher work.

Keywords: Human Resources, Work Motivation

I.   INTRODUCTION

Human resources (HR) are growing rapidly, this case is in line with the ability of members of the organization or employees as assets and not just a factor of production. The human view as a factor of production equates human beings to the equivalent of other means of production, such as machinery, materials, capital, and others.

Quality institutions are institutions that always try to develop their human resources, this is the essence of HR developers. The opinion above can be understood that HR is a very important aspect and needs to get deep attention to deal with various times and as a way to develop quality HR. HR development should be one of the main aspects of improving the ability of each employee as the responsibility of the demands of the work they are doing, this is done so that the development is more targeted and in line with expectations, and as an indicator of proper HR development, it is expected that every employee can do the work better.

The employee development process carried out by each institution will provide better opportunities for organizations to gain greater benefits that can ultimately improve employee performance. Maier defines

performance is the success of someone in carrying out a job that is charged to him and can be measured from the results of work or the results of activities within a certain period. Soekidjo, (2017) However, a person's performance can be influenced by many factors, both internal factors of employees and environmental factors or work organization.

Employee internal factors include motivation, ability, and perception of the employee. Some experts argue that motivation is a very influential factor in a person's performance, therefore to improve employee performance, organizations need to intervene in the motivation of their employees. Motivational interventions are carried out with broad aims and objectives within the framework of organizational development.

This is following the opinion of Rivai in M. Kadarisman which is work motivation is: "a series of attitudes and values that influence individuals to achieve specific things following the objectives of the individual. These attitudes and values are invisible that gives strength to encourage individuals to behave in achieving their goals. Thus motivation as a driving force or behavioral drive towards goal ignition is a cycle consisting of three elements, namely the need (needs) encouragement to act and act (drives), and the desired goals (goals). Component encouragement is in the form of behavioral direction (work to achieve goals), and strength of behavior (how strong individual efforts at work). "Kadarisman, (2008)

Thus, Human Resources can also increase the performance motivation of an employee or employee, as a source of labor in an organizational unit needed to produce quality products, both in the form of material or products in the form of services. Employee productivity, at present, is the center of attention in efforts to improve performance that affects the efficiency and effectiveness of the organization. Analysis that concentrates more on performance will emphasize the main factors including employee work motivation.

II. DISCUSSION

HR development is the process of individual preparations for sustaining different or higher responsibilities within the organization, usually related to increasing intellectual ability to do better work. Sutrisno, (2013: 62) In the context of HR, development is seen as increasing HR through training and education programs. The training aims to help employees understand the practical knowledge and its application, teachers improve the skills, skills, and attitudes needed by the

organization in achieving its goals. While education is a desire to improve the mastery of theories concerning activities to achieve goals.

Development of Human Resources (HR) according to Gouzali in M. Kadarisman is "an activity that must be carried out by the organization so that their knowledge, abilities, and skills are following the demands of the work they are doing. With this development activity, it is expected to be able to correct and overcome deficiencies following the mining of science and technology used by organisms. "Kadarisman, (2008: 5)

According to the explanation of the experts above, what is meant by the development of Human Resources (HR) lies in the aspects of knowledge, abilities, and skills that support improvement and overcome deficiencies in carrying out work following organizational needs.

From the description above explains that the development of HR emphasizes repositioning efforts based on the transformation of the employee's role in the form of abilities, ways of thinking, and other roles. To carry out the process, the organization needs to prepare its human resources to be able to compete and support the quality of work in achieving organizational goals.

Work motivation

Motivation (motivation) is a word motive (motive) which means encouragement, cause, or reason for someone to do something. Thus motivation means the conditions that encourage or be the cause of someone doing an action/activity, which takes place consciously. Nawawi, (2011: 351) Another opinion raised by Gitosudarmo in Edy Sutrisno, motivation to work is very important for the high and low productivity of educators. Without motivation, the stated goals will not be achieved. Conversely, if there is high motivation then this is a guarantee of success in achieving its goals.

According to Dhian Gering in Bambang Siswanto's research motivation is related to the effort and encouragement that arises from within a person which is done to fulfill all the goals that have been lightened by someone to achieve towards the intended destination. Siswanto, (2019: 78)

Verses about Work Motivation :

وَبَشِّرِ ۗ وَٱلثَّمَرَٰتِ وَٱلْأَنفُسِ ٱلْأَمْوَٰلِ مِّنَ وَنَقْصٍ وَٱلْجُوعِ ٱلْخَوْفِ مِّنَ بِشَىْءٍ وَلَنَبْلُوَنَّكُم ٱلصَّٰبِرِينَ

It means: "And truly we will give you trials, with a little fear, hunger, lack of wealth, soul and fruit. And give good tidings to those who are patient (QS Al Baqarah 1: 155).

Based on the above understanding, it can be concluded that work motivation is an activator or encouragement in a person to want to behave, work diligently and well following the duties and obligations that have been given to him.

Motivation from Fredick Hazberg said two factors influence a person carrying out their duties or work:

Motivation factor (motivation factor)

    a. Achievement

    b. The award

    c. Responsibility

    d. Opportunity to advance

    e. The work itself

    f. Election Factor

Maintenance factor is a factor related to meeting the needs to maintain the existence of employees as human beings, maintaining tranquility, and health.

1. Purpose of Work Motivation

    a. Change employee behavior as desired

    b. Increase passion

    c. Improve work discipline Increase work performance

    d. Increase sense of responsibility

    e. Increase productivity and efficiency

    f. Foster employee loyalty.

2. Factors that influence Motivation

    a. Internal factors are factors contained in the employee itself.

    b. Desire to get an award

    c. The desire to rule

        1) External factors, namely those from the outside

            a. Working environment conditions

            b. Adequate compensation

            c. Good supervision

            d. There is a guaranteed job status and responsibility. Sutrisno, (2002: 3)

3. Factors of Managing Performance

    a. Input skills, knowledge, and experience to their jobs

    b. Process

c. The output

d. Outcomes, Michael, (1994: 109)

In this study aims to raise the facts, circumstances, and phenomena directly in the field. The data will be presented in the form of narration, in this case relating to the development of HR on work motivation at Cipar-pare MTss, Kec. Sultan Dulat.

III. RESEARCH METHODS

Research Subjects and Objects

The research subject is a source of information for finding data and inputs in expressing research problems or known as "information" that is people who are used to provide information. Michael, (1994: 109) The research subjects referred to here are the principal, sources human resources and employees.

The object of the research is the development of human resources towards work motivation in MTSs Cipar-pare, kec.Sultan Dulat.

Method of collecting data

In this study, the authors used several methods to collect data, which are expected to complement and perfect each other. These methods include:

a. Observation

Observation is a type of data collection by directly observing and recording the results of the findings systematically and selectively. Widi, (2010: 84) which covers all activities carried out so that the HR development that occurs in MTSs.

b. Interview (interview)

Interview is a technique of collecting data, information, opinions conducted through conversation or questions, both directly and indirectly. Arifin, (1986: 12) By using a recorder.

Data Analysis Method

Data analysis is the process of organizing and sorting data into basic models, categories, and description units so that work hypotheses can be formulated that are directed by the data. Sukmadinata, (2004: 280) In this study the authors analyzed the data obtained using descriptive-qualitative, namely the presentation of data in written form and explain what it is following the data obtained from the results of the study.

The steps taken by researchers in qualitative data analysis are as follows:

a. Data reduction

Data Reduction consists of sharpening activities. Classify. Directing, removing unnecessary, and organizing the results of interviews and study documentation.

b. Data Presentation

The presentation of qualitative data is usually narrative, supplemented by a matrix so that information is arranged in one form that is easily understood.

c. Draw a conclusion

Conclude, namely the process of the meaning of objects, regularities, patterns, explanations, and causal flow in the presentation of data. Huberman, (2009: 16-21)

d. Data Validity Test

Data Test Validity of research data using Triangulation is a data validity checking technique using something else outside the data for checking or as a comparison of the data.

HASIL PENELITIAN

UPT XXI SDN Lae Simolap is an elementary school located in one of the cities in the Aceh province, Subulusslam City where the elementary school is located in a remote village called Desa Lae Simolap. This school was founded in 2000. From its inception, the school was given the name SDN UPT XXI. The name is given because this elementary school is the 21st elementary school in Sultan Daulat district.

In the historical record, several years later after the SDN UPT XXI was established the government provided funding for this school and built an additional building to accommodate the growing number of students.

At this time SDN UPT XXI is trying to maintain the leading educational institutions in providing services to the local community and surrounding areas. Even though there are so many obstacles to relate that good cause. However, with the enthusiasm and sincerity of dedicating themselves to the motherland, the effort was carried out continuously.

To realize this goal, SDN XXT UPN carries the vision and mission as follows:

Vision: the realization of students who excel and excel based on faith and piety

Mission:

1. Implement effective, innovative, creative and enjoyable learning (PAIKEM)

2. Conducting tutoring that is incentive
3. Foster a spirit of excellence in all schools
4. Encourage students to recognize themselves so that they can be developed in an optimal way
5. Foster appreciation of the teachings of the religion adopted by students, so that it becomes a source of creativity to act.
6. Implement participatory management by involving all school members and related groups.

The informants in this study were the principal and teachers and school staff. To help explain the management of HR at the SDN XXI Lae Simolap school to motivate kenirja. 4 informants gave explanations regarding the Development of HR Management for Performance Motivation.

1. The Role of HR Management

The role of human resource management is a central factor in an organization. To improve human resource management, the organization's confidence in its strategic role for the success of schools and the development of performance. Human resource management itself will be a very important part of the task of organizational management and motivation development.

Previous research by Ken Sudarti and Desy Arjani with high motivation will create a commitment to the task and responsibility in completing a job. Government agencies tend that rewards given to employees tend to be seniority so that motivation tends not to have an impact on employee performance because, in the government system and the bureaucratic aspects of wages, the opportunity to get a career according to rank is automatically followed by wages and greater promotion opportunities. High commitment will ultimately have a positive impact on the performance of human resources and organizational performance.

IV. CONCLUSION

Human Resource Development Through Work Motivation in Special Educational Institutions in MTss Cipar-pare Kec. Sultan Daulat Subulussalam City can be understood in a series, namely HR Development through Work Motivation. HR Development at MTss Cipar-pare Kec. Sultan Daulat Subulussalam City understood the process of improving quality through two forms, namely improving the performance referred to teachers, the more mature skills and knowledge with their

respective fields, and able to update information and current issues about education. While enhancing character to have a noble character with institutional values that are not in conflict with AL-Qura and AL-Hadith.

As for Work Motivation, Work Motivation Implementation in MTss Cipar-Pare Kec. Sultan Daulat Subulussalam City is based on a desire from within oneself. There are three motivational tools for work, namely: Training, reward, and punishing teacher factors. Consists of providing adequate salary, the need for security or protection, the need for respect or appreciation, and the need for adequate facilities. It is necessary to know that the categorization described above is meant for the application of HR development through Work Motivation in Educational Institutions, especially in MTss Cipar-pare Kec. Sultan Daulat Subulussalam City.

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