

# Effectiveness in Improving Quality of Teacher Recruitment in Madrasah

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# EFFECTIVENESS IN IMPROVING QUALITY OF TEACHER RECRUITMENT IN MADRASAH

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## Abstract

Recruitment is an attempt to seek and obtain as many qualified educational personnel candidates to be selected as best candidates. The more candidates are recruited; the better because the possibility to get the best candidate, potential, competent and capable in the field will be even greater. Teachers are educators, who become leaders, role models, and identification for the students, and the environment. Therefore, teachers must have certain personal quality standards, which can be met through the effectiveness of the recruitment process. The indicators include the educational qualifications needed by Madrasah, and the credibility and loyalty of prospective educators. In the context of education, the quality of madrasah refers to the quality of inputs, processes, outcomes, and impacts. Quality of inputs can be viewed from several sides, which is especially good or not condition of input of human resources, such as principals, teachers, laboratory assistants, administrative staff, and students.

*Keywords: Recruitment, teachers, the quality of madrasah*

## Introduction

Facing MEA 2016, Indonesia is required to have quality human resources. One of the efforts being made is to educate and improve the quality of human resources which is through the learning process in schools. Quality educational institutions must have educators who have high performance that can produce high-quality learners expected to compete in the Asian Economic Community (AEC). The success of educational institutions is influenced by several factors; one of them is human resources.

The existence of human resources in an educational institution has an important role. Teachers, as educators, have great potential to carry out learning activities. Potential educators in educational institutions should be utilized as well as possible so as to generate optimal outputs. In an effort to

improve the quality of human resources education, the teacher is the main component of human resources that should be nurtured and developed continuously.

### **Recruitment**

According to Flora Dubosc and Maria Kelo, recruitment of staff is one of the most crucial aspects in ensuring that an institution has good quality; appropriate staff with skills, knowledge and attitudes for the needs of the institutions. According to Irwin, the role of human resource recruitment is to build a supply of potential new hires that the organization can draw on if the need arises. Recruiting consists of any practice or activity carried by an organization with the primary purpose of identifying and attracting potential employees.

Meanwhile, according to Dubois cited by Suwatno and Donni June Priansa states that: "Recruitment is the process of attracting as many qualified applicants as possible for existing vacancies and anticipated openings. It is a talent of the best group of applicants for an available position. "Recruitment is the process of attracting as many qualified applicants for positions available and not anticipated. This is a talent search, hunting for the best group of applicants for available positions.

According to E. Mulyasa, recruitment is an attempt to seek and obtain candidates qualified educational personnel as many as possible to be selected for the best and most competent candidates. For this purpose the need to be selected, through oral exams, papers and practice. Recruitment is an effort made to obtain the human resources needed to fill certain positions that are still vacant. In addition, the recruitment efforts to regulate the composition of human resources should be in a balanced way according to the demands through the process.

### **Recruitment goals**

In the context of teacher recruitment, recruitment goal is to get one or more candidates are truly professional, or at least qualified to be a teacher. In more operational, teacher recruitment goal is to get the most promising prospective teachers in carrying out his professional duties as a teacher. Thus, the purpose of recruitment of teachers is the obtainment of prospective teachers are really professional, the most qualified, and promised to carry out professional tasks in managing learning in school, in the design of learning, implementing the learning, as well as carry out the assessment of learning, and continuous , creative, and independent and able to perform the update.

## **Recruitment Principles**

In the field of education, to get more candidates are truly professional, the most qualified, and promising to occupy certain positions is not easy. There are several principles that must be adhered to in the planning and implementation of recruitment of teachers, even including the recruitment of teachers in primary schools. Some of the principles are as follows:

- 1) Recruitment of teachers must be designed carefully to meet the needs.
- 2) Recruitment should be conducted objectively. That is, the selection committee objectively assign employees and applicants who pass the applicants who did not pass. Applicants who do not meet the requirements objectively assessed not pass, and vice versa applicants who meet specified requirements as applicants pass.
- 3) In order to obtain more candidates are truly professional, material selection should new employees should comprehensively cover all aspects of the requirement that prospective teachers.

## **Recruitment Process**

The recruitment process begins by considering plans such as the human resources consider the number and type of vacant positions to be filled, when the position must be filled, personnel resources or expertise what is needed to fill the position. After these considerations, the continued determination of strategies and methods of recruitment. There are various methods of recruitment in getting the candidates. Source candidates for employment can come from internal or external to the organization.

Internal source is a source of labor comes from within the organization in the form of a transfer position or promotion. Internal recruitment can motivate employees to obtain promotion. This promotion will provide an opportunity for employees to develop their knowledge and abilities. In addition, internal recruitment also can save costs and time compared to the external recruitment process. Internal sources of the human resources withdrawn (received) is derived from the company / institution itself. In this way companies are looking for employees who are in their own environment to be placed in certain positions.

External sources are sources that come from outside the organization, the recruitment process is sourced from outside the organization is usually using media.

## **Teachers as Educators**

In terms of language, as quoted Abudin Nata from WJS, Poerwadarminta understanding, educators are to educate people. Understanding this gives the impression, that educators are people doing activities in the field of educate. Educators in English called the teacher, which means teacher or

instructor, in Arabic called Ustadz, Mudarris, Mu'adib and mu'alim which means that teaching, teacher.

Teachers are educators, who become leaders, role models, and identification for the students, and the environment. Therefore, teachers must have certain personal quality standards, which include the responsibility, authority, independent, and discipline. Duties include educating teachers as a profession, teaching, and training. Educating means to continue and develop the value of life, while the train means to develop skills in students. Relating to the responsibility, the teacher must know and understand the values, norms, moral and social development and try to behave and act in accordance with the values and norms. Teachers also must take responsibility for his actions in learning at school, and in social life. Teachers as educators have responsible to pass on the values and norms to the next generation so that the process of conservation value, because it is through the education process sought the creation of new value.

As an indicator of recruitment of teachers in the study of which is 1) in accordance with the educational qualifications needed institutions, 2) credibility and loyalty of prospective educators, 3) work experience a top priority, 4) have the same opportunity for any candidates educators (teachers) who want to join the institution.

### **Quality Madrasah**

Quality according to Edward Salis is a slippery concept. It implies different things to different people. Quality is a concept that can be confusing, a notion that is difficult to be implemented in education. Because this concept is something different for everyone and quality is a term widely mentioned but not yet widely understood to be applied.

In the context of education, the notion of quality refers to input, process, output and impact. Quality of inputs can be viewed from several sides. First, the good condition or not input of human resources, such as principals, teachers, laboratory assistants, administrative staff, and students. Second, whether or not meet the criteria of materiality input in the form of props, books, curriculum, facilities, school facilities, and others. Third, meet the criteria for whether or not the input in the form of software, such as regulations, organizational structure, job descriptions and organizational structure. Fourth, the inputs are the expectations and needs, such as vision, motivation, persistence, and ideals.

The quality of learning outcomes in the context referring to the achievements of the school in any given period of time (whether the end of each semester, the end of the year). The achievements or learning outcomes (student achievement) can be academic test results, in addition, it can also achievement of another field, such as achievements in sports, art, or additional skills such as computers or technology, services, and so on. Indeed between the

process and the quality of learning outcomes to be interconnected, but that process was not wrong either way, the quality in terms of results (output) should be formulated in advance by the school, and to be clear targets to be achieved. Various input and the process must always refer to the quality of results (output) to be achieved.

Improving the quality of madrasah has characteristics that need to be known and understood by the manager madrasah. In other words, if the madrasa wanted to be successful in implementing quality management madrasah, then a number of characteristics of improving the quality of madrasah separated with the characteristics of an effective school (effective school). If the quality management madrasah is a container / skeleton, then the effective school is its content. Therefore, the characteristics of quality of madrasah management inclusively contain the elements of effective schools, which are categorized into input, process and output.

### **Recruitment Effectiveness in Improving Quality of Madrasah**

One of the key in creating a Human Resources (HR) professionals are located in the recruitment, selection, training and development candidates. Looking for a professional workforce and the quality is not easy. Statistics show that the rate of job seekers and the unemployment rate from year to year increase. While many companies have complained that few of those who have quality, The recruitment process will determine the performance of the worker which of course will determine overall organizational performance.

The recruitment process of teachers in educational institutions in the school is trying to find a teacher who has the competence, skill and expert in educating and teaching the appropriate field in addition to the very important owned by a teacher is to have honest nature and have the physically healthy so that they can carry out their duties in educating nation. Based on the Quran in Surah Al-Qoshos verse 26, as follows:

Meaning: And said one of them (the two women): "O my father! Hire him! Verily, the best of men for you to hire is the strong, the trustworthy".

Acceptance mechanism educators should receive primary attention in terms of the recruitment process. Because at this stage, the authorized owner can choose and select prospective teachers according to desired criteria for aspirations and educational goals to be achieved. If an error occurs at this stage of the recruitment and selection of teachers can be fatal for the survival of learning activities that have an impact on the achievement of the goals and ideals of an educational institution. For schools that are successful are school learners can print quality and achievement. Based Prophet Hadith narrated by Bukhari, which reads as follows:

أسند إذا قال الله رسول يا إضاعتها كيف قال الساعة فانتظر الأمانة ضيقت إذا  
الساعة فانتظر أهله غير إلى الأمر

It means: the Prophet sallallaahu 'alaihi wasallam said: "If the mandate had been wasted, just wait destruction occurs." There is a friend asked; 'How was the mandate wasted? 'The Prophet replied; "If the matter is not left to the experts, so watch the destruction." (BUKHARI - 6015).

So it is with the recruitment of teachers in this study is an effort to locate, identify and acquire prospective educators who are competent in their field in accordance with the required educational qualifications so as to improve the quality of students and the quality of institutions.

### Conclusion

- Recruitment of teachers aims to get more candidates are the most reliable in carrying out his professional duties as a teacher, the most qualified and reliable in managing learning in school.

- The recruitment process of teachers in educational institutions are trying to find a teacher who has the competence, skill and expert in educating and teaching the appropriate field and have a frank and physical properties of sound, so as to improve the quality of students and the quality of institutions.

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