



The Planning of Education Human Resources Through the Improvement of Undergraduate Students in Primary School Teacher Education (PGSD)

Riswandi^(✉), Amrina Izzatika, and Riswanti Rini

Primary School Teacher Education, Lampung University, Bandar Lampung, Lampung, Indonesia
riswandi.1976@fkip.unila.ac.id

Abstract. Education attempts to improve the nation's intelligence and the quality of learning in higher education. The demands of the times have led to a change in policy, namely learning in higher education must be able to liberate students so that they can hone their abilities in various fields. Human resources in universities need effective and efficient planning. The aim of this study was to discuss educational human resource planning to improve the quality of undergraduate students in primary school teacher education. This study used qualitative approach. Data was undertaken by observation, interviews, and collecting relevant documents. The instrument used is a questionnaire. The results have indicated that all undergraduate students of primary school teacher education had shown an increase in quality as seen from the basic teaching skills which were above 50%. Educational resource planning had an important role in improving the quality of undergraduate students in primary school teacher education.

Keywords: quality · planning · education · human resources

1 Introduction

Education has an important role in improving the quality of human resources. Through this education, each individual gains knowledge, insight, and various other skills [1, 2]. Without education it will be difficult to know the potential of each individual. Human resources are needed to increase one's effectiveness in an organization [3–5]. Human resources are people who have the potential both physically and psychologically to achieve organizational goals [6, 7]. All of these potential human resources affect the sustainability of the organization. It implies that quality human resources have the power to build their organization. Furthermore, human resources are also very much needed for the sustainability of educational institutions [8, 9]. This is because the existence of human resources will bring change and progress at the level of the education unit. Educational institutions are places for the implementation of all planned educational programs. The planning needs to be managed efficiently as a form of increasing human resources [10]. Human resource planning is a plan that is carried out effectively and efficiently in order

to achieve the goals that have been set [11, 12]. The purpose of human resource planning is to provide the resources needed in an organization both in terms of quantity and quality [13]. Human resource planning is directed as an effort to get competent individuals in accordance with the vision and mission of educational institutions.

The importance of human resources, especially in universities, has a role to contribute in increasing global competitiveness by implementing quality higher education. Improving the quality of education is carried out by encouraging students to be agents of change [14, 15]. Education in higher education should direct students to play an active role in every aspect that exists. In essence, the quality of education that has been discussed is seen as a condition shown by each component of the education unit in achieving certain goals [16]. This is related to how to manage human resources effectively and efficiently. Najah et al., (2022) said that the management function consists of planning, organizing, actuating, and controlling [17]. Based on the four management functions, human resource planning, especially in universities, needs to be done in order to achieve changes in the future. Based on observations in the field, it shows that the quality of students, especially elementary school teacher education, has not yet reached the standard in teaching practice. This problem is because students have not mastered basic teaching skills in micro teaching courses. So that this affects the planning of educational human resources in the primary school teacher education study program that has not been managed properly. As it is known that there are eight basic teaching skills that need to be mastered by students including questioning skills, reinforcement skills, variation skills, explaining skills, opening and closing lessons, group discussion guiding skills, classroom management skills, small group teaching skills and individually [18, 19]. These basic skills become professional demands for prospective teachers. The efforts that can be chosen to improve the quality of undergraduate students in elementary school teacher education is to carry out effective and efficient human resource planning. Human resource management is very important in improving the quality of higher education. Previous research by Ikhsannudin & Pakpahan (2019) showed a difference with our research, namely the empowerment of human resources through the application of total quality management at SMK Miftahul Huda Ngroto Grobogan to improve the quality of students [20]. Furthermore, research by Baharun et al. (2021) shows that the strategy to improve the quality of human resources through knowledge sharing at SMA Nurul Jadid is undertaken through the use of materials, talk rooms, knowledge sharing culture, and benchmarking of best practices [21]. And research by Maulyan (2019) shows that organizational planning to strengthen human resources is carried out by providing training and development opportunities to each individual who works in a particular institution [22]. This study aims to conduct education human resource planning through improving the quality of undergraduate students of primary school teacher education.

2 Methodology

This study was the type of qualitative research with descriptive method. The object under study focused on planning educational resources. This study aimed to describe the planning of educational human resources through improving the quality of undergraduate students in primary school teacher education. The study was undertaken at SDN

2 Wonodadi for 6 months. The data collection techniques researchers used primary and secondary data sources by using questionnaires, observations, interviews, and collecting documents relevant to the study. The data analysis technique used was descriptive statistics. The subject of this study was the seventh semester student of Class A in 2019 primary school teacher education of FKIP UNILA.

3 Results and Discussion

Human resource planning is an effort to manage the quality of individuals who are in certain organizations [23, 24]. Based on the results of the analysis of research data, it is known that the undergraduate students of the elementary school teacher education program have shown an increase in their basic teaching skills as shown in Table 1.

Table 1 describes that students' basic teaching skills have increased, which is above 50%. Then the category of students when teaching is categorized as good - very good. This indicates that human resource planning in the primary teacher education study program has been effective. Furthermore, if it is described through a diagram, it will be seen how the teaching improvement of primary teacher education students is (Fig. 1).

The eight basic teaching skills consist of questioning skills, reinforcement skills, variation skills, explaining skills, opening and closing lessons, group discussion guiding skills, class management skills, small group and individual teaching skills. These basic teaching skills have had a positive impact on improving the quality of students in higher education, especially as prospective teachers. This increase has occurred due to the efficient planning of educational human resources. The purpose of planning is to manage, support, and facilitate every need required by the institution [25].

4 Conclusion

Human resource becomes an important main element to be managed so then it can achieve organizational goals. Success in preparing structured human resource planning

Table 1. Data on basic teaching skills for undergraduate students in primary teacher

No	Name	Practice Score	Category	Percentage
1	Adhisa	2,67	Good	66%
2	Deli	2,52	Good	63%
3	Gisella	3,33	Excellent	83%
4	Intan	3	Good	75%
5	Chika	3,20	Excellent	80%
6	Wika	3	Good	75%
7	Rahayu	3	Good	75%
8	Sarah	3,56	Excellent	88%
9	Siti	3,78	Excellent	94%
10	Yunida	3,22	Excellent	80%

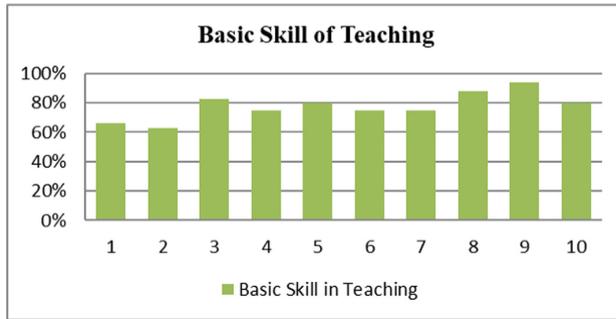


Fig. 1. University Students' Basic Teaching Skills

will be a separate strength for educational institutions. Educational human resource planning is undertaken to obtain competent human resources in accordance with the organization's vision and mission. Dealing with the planning of human resources for education through improving the quality of undergraduate students in primary teacher education, it has shown maximum results in teaching which is above 50% in the good-very good category. This implies that the quality of undergraduate students in primary school teacher education is in accordance with the previously designed educational human resource planning. This is in accordance with the function of resource management, namely to manage individuals as effectively as possible. Then planning is also the core of management which in every activity is based on a plan.

Acknowledgment. The authors would like to thank the University of Lampung, which has given permission to conduct research on the planning of education human resources through the improvement of undergraduate students in primary school teacher education.

References

1. Achmad, M. S., & Susilo, H. S. (2021). Management of Human Resources University of Kutai Kertanegara. *Jurnal BeduManagers*, 2(1), 1-7.
2. Rahman, Y. A. (2020). Management of Human Resources. *Tsaqofah: Journal of Islamic Education*, 4(2), 1-22.
3. Hayati, N., & Yulianto, E. (2021). Efektivitas pelatihan dalam meningkatkan kompetensi sumber daya manusia. *Journal Civics & Social Studies*, 5(1), 98-115.
4. Labola, Y. A. (2019). Konsep pengembangan sumber daya manusia berbasis kompetensi, bakat dan ketahanan dalam organisasi. *Jurnal Manajemen & Kewirausahaan*, 7(1), 28-35.
5. Umam, K., & Atho'illah, A. Y. (2021). Strategi pengembangan sumber daya manusia karyawan commanditaire vennootschap dalam meningkatkan efektivitas kinerjanya. *Jurnal Manajemen Dan Inovasi (MANOVA)*, 4(1), 68-83.
6. Widiensyah, A. (2018). Peranan sumber daya pendidikan sebagai faktor penentu dalam manajemen sistem pendidikan. *Cakrawala-Jurnal Humaniora*, 18(2), 229-234.
7. Yuliyati, E. (2020). Developing human resources based on total quality management at SMK Muhammadiyah. *Al-Tanzim: Jurnal Manajemen Pendidikan Islam*, 4(1), 24-35.

8. Akilah, F. (2019). Management of Human Resources Planning in Education Field: Manifestation and Implementation. *Didaktika: Journal of Education*, 11(1), 81–94.
9. Winarti, E. (2018). Perencanaan manajemen sumber daya manusia lembaga pendidikan. *Tarbiyatuna: Journal of Scientific Education*, 3(1), 1–26.
10. Darim, A. (2020). Management of Organization Behavior in Manifesting Competent Human Resources. *Munaddhomah: Jurnal Manajemen Pendidikan Islam*, 1(1), 22–40.
11. Roberto, T., Nofelia, L., Murni, T., Marsidin, S., & Nellitawati, N. (2022). Planning of Human Resources. *Journal of Tambusai Education*, 6(2), 11232-11240.
12. Suartini, I., Maarif, S., & Amanah, S. (2022). Perencanaan sumber daya manusia tenaga kependidikan di universitas pendidikan indonesia kampus daerah. *Belantika Pendidikan*, 5(1), 18-30.
13. Zulkipli, Z. (2022). Planning of Human Resources Management. *Jurnal Visionary: Penelitian dan Pengembangan dibidang Administrasi Pendidikan*, 10(1), 57-66
14. Mulyani, A. Y. (2022). Pengembangan Critical Thinking Dalam Peningkatan Mutu Pendidikan di Indonesia. *DIAJAR: Jurnal Pendidikan dan Pembelajaran*, 1(1), 100–105.
15. Ningsih, R. W., & Farida, N. (2022). Community Empowerment in The Effort of Early Childhood Education Quality. *LITERASIA: Journal of Educational Science and Teaching*, 1(1), 42–52.
16. Hardianto, H., & Nofriser, N. (2022). Investasi sumber daya manusia dalam meningkatkan mutu pendidikan di indonesia. *Jurnal Visi Ilmu Pendidikan*, 14(1), 50-56.
17. Najah, N., Setiadi, D., & Fahrudin, F. (2022). Development of human resources management in increasing the quality of education reviewing from planning aspects. *International Journal of Social Science Research and Review*, 5(7), 82-88.
18. Gani, R. A. (2021). Pengaruh efikasi diri mahasiswa pgsd terhadap keterampilan dasar mengajar. *Jurnal Elementary: Kajian Teori dan Hasil Penelitian Pendidikan Sekolah Dasar*, 4(1), 7-12.
19. Sabela, I. (2021). Analisis Keterampilan Mengajar Kelompok Kecil dan Perseorangan Pada Pembelajaran Mikro Mahasiswa PGSD. *Jurnal Dharma PGSD*, 1(2), 46-56.
20. Ikhsannudin, M., & Pakpahan, P. L. (2021). Empowerment as a quality improvement human resources through the implementation of total quality management. *Nidhomul Haq: Jurnal Manajemen Pendidikan Islam*, 6(1), 41-60.
21. Baharun, H., Hefniy, H., Silviani, S., Maarif, M. A., & Wibowo, A. (2021). Knowledge sharing management: Strategy for improving the quality of human resources. *AL-TANZIM: Jurnal Manajemen Pendidikan Islam*, 5(1), 129–139.
22. Maulyan, F. F. (2019). Peran pelatihan guna meningkatkan kualitas sumber daya manusia dan pengembangan karir: theoretical review. *Jurnal Sain Manajemen*, 1(1), 40-50.
23. Davodi, A., & Gholami, A. (2022). Proposing a model of human resource planning in the public sector with a focus on the efficiency of public organizations. *The Journal of Productivity Management*, 16(1 (60) spring), 191–226.
24. Muhammad, S. (2022). Practice of human resource planning in organizations: a study based on organizational performance. *KASBIT Business Journal*, 15(2), 102-114.
25. Mohiuddin, M., Hosseini, E., Faradonbeh, S. B., & Sabokro, M. (2022). Achieving human resource management sustainability in universities. *International Journal of Environmental Research and Public Health*, 19(2), 1-19.

Open Access This chapter is licensed under the terms of the Creative Commons Attribution-NonCommercial 4.0 International License (<http://creativecommons.org/licenses/by-nc/4.0/>), which permits any noncommercial use, sharing, adaptation, distribution and reproduction in any medium or format, as long as you give appropriate credit to the original author(s) and the source, provide a link to the Creative Commons license and indicate if changes were made.

The images or other third party material in this chapter are included in the chapter's Creative Commons license, unless indicated otherwise in a credit line to the material. If material is not included in the chapter's Creative Commons license and your intended use is not permitted by statutory regulation or exceeds the permitted use, you will need to obtain permission directly from the copyright holder.

