

## ORGANIZATIONAL BEHAVIOR MANAGEMENT IN REALIZING COMPETENT HUMAN RESOURCES

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### Abstract

*The Darussalam Paceti (MI) Madrasah Organization did this research on the management of organizational behavior in 2017/2018. This paper explains the organizational behavior of madrasah management in MI in 2017–2018 in terms of human resources, challenges, and solutions. aims of the study 1) Describe the organization's management of madrasah conduct for a full year during the 2017–2018 MI personnel management implementation. 2. Examining Challenges and Their Resolutions The findings of this study show that (1) Madrasah Ibtidaiyah (MI) has been designed; all activities are analyzed or comprise mental abilities, talents, and work experience; and (2) Madrasah Organizational Behavior in the Implementation of Good HR Darussalam Pacet. introduction, excellent manners, neglecting family ties and giving priority to professional accomplishments and talents, academic and extracurricular achievements, and manners. Evolution; to alter behavior through workshops, education, and training in order for changes and improvements to happen. control; There are a number of school activities, student status, infrastructure, teachers, programs, and amenities that take place each month. three stages of court decision-making: monthly breaks, the conclusion of each semester, and the end of the academic year. There is no need for lectures; graduates do not need to be taught; lecturers who do so are not qualified in their disciplines, lack leadership, and receive poor evaluations. the use of academic and nonacademic possibilities in organizational emphasis, training, workshops, and teacher education development.*

**Keywords:** *Organizational Behavior, Management, Human Resources.*

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### INTRODUCTION

Management is a system where each component represents something that satisfies a need. Therefore, management is a process by which organizational goals are achieved effectively and efficiently (Rohmat, 2017: 6). Educational institutions with qualified human resources really need a proportional division of labor and division of labor according to age qualifications, so that each teacher has full and appropriate responsibility. In educational institutions, in addition to training, there is also a professional work system, educators in accordance with their profession also organize a salary system, which is a reasonable difference that balances the workload and work motivation of institutional teachers. (Akdon, 2009: 5).

The abbreviation OB (Organizational Behavior) is often used for organizational behavior. Organizations examine three factors that influence organizational behavior: individuals, groups and structures. In addition, organizational behavior applies knowledge about the influence of individuals, groups, and structures on behavior so that organizations can operate more effectively (Hasibuan, 199). Therefore, an organization is a group of people who interact and work together to achieve a goal.

Organizations are an important part of a person's life and livelihood. Every day we deal with our organizations, organizational experiences are pleasant and surprising, others are positive and negative, but people still need organizations (Didin Kurniadin and Imam Machali, 2012).

Organizations are goal-oriented arenas for people to unite and take action. Facing this era of globalization, organizations must improve their operational capabilities to compete in different

contexts, which means the ability to "transform" into an organization is very important. Organizations that combine learning with work must change. We strive for quality improvement and key aspects where people need to see a paradigm shift. In this context, individuals need to change their attitudes, i.e. adapt their development, because individuals are seen as a decisive factor in organizational development in organizational development. Since individuals are everything in organizational development, it can be said that an organization without individuals is wrong or impossible.

A country is said to be developed if, among other things, the level of education of its population, the degree of health of its population is expressed, for example, by the life expectancy of the older population, and the higher the degree of health of its population. education of its population. education of its population. Income of the people of the population. and the more evenly it is distributed. This is related to the fact that the higher the level of family income, the better the family can improve the education and health of its family members. In addition, the higher the level of education and health, the higher the productivity and the opportunity to increase income. A nation will then be free when it can realize its own dignified society with a life that is equal and equal to other nations.

In various fields, the need to improve human resources is reflected in the increasing number of professionals who are able to meet the demands of development and progress. So how important is the quality of human resources and personnel that support or influence development, as well as the country's development goals and objectives? Personnel as the core of development is one of the inputs (factors). determine the success of development and production or what is obtained as output. The national development process has significantly improved the quality of education in the long run.

Educational development actors only talk about the reality and empirical evidence that the quality of Indonesian education in the industrialized world is still low. Stay focused on quality improvement. The consequence of efforts to improve the quality of education is the need to improve the general quality of parts of the education system, both in terms of resources, human resources and material resources. By improving the quality of education, the educational component in the form of human resources (HR) plays a very important role in achieving the goals that have been set.

Therefore, leaders of educational institutions must pay close attention to human resource management, and not only according to the opinions of teachers, principals and education personnel, parents and the community. Educational institutions can stay alive and improve the quality of education only if human resources are available.

Improving the quality of education is very important. But what about the drivers? Human resources so that humans can play an important and optimal role? Organizing quality education is not an easy thing. This is reflected in the importance of management itself.

The aim is to explore, share, promote and develop the possibilities and competencies of teachers and lecturers to improve the quality of teaching and the importance of principals as educational leaders. Therefore, leaders are expected to demonstrate their effectiveness in human resource management, especially in the personal sphere and in personal relationships. Although it is conceptually argued that human resources are the key to successful training, in reality they are the key to successful training, in reality they receive little attention from training managers.

In business meetings, seminars, workshops and educational talks, most people only talk about curriculum, especially the teaching and learning profession. But about learning and teaching. but because those who train are not doing it right. Be aware of industry realities. It is understood that there are still many training managers who ignore the human resource management aspect.

Looking at the manpower planning system, recruitment system, selection and training system, training and development system and reward and evaluation system, inappropriate personnel lead to

the most inappropriate tasks. In addition, personal problems often represent the skills and abilities of training organizers, as well as teachers and non-teachers who do not meet the requirements of work efficiency and effectiveness due to knowing educational behavior and the lack of trained service providers for good education compared to the acceleration of education reform.

The problem of the low quality of education in the country compared to other countries seems to affect all levels of education, from primary, secondary and higher education. Both are managed by the Departments of Education and Religious Affairs. The issue of community development is even more concerning, as the quality of education in the Ministry of Religious Affairs is far from satisfactory.

In addition to the quality of education under the Ministry of Education, organizations operating under such conditions have shown that good organizational behavior plays an important role in the implementation of qualified human resources and professional skills. MI has been established for 5 years and the number of students has exceeded the original estimate. Based on the above circumstances, this research was conducted in 2017/2018 by Organizational Behavior Manager of MI Madrasah.

## **METHOD**

The method used by the author in this work is qualitative research. In this qualitative study, the MI Organizational Behavior Management Study on HRM implementation was conducted in 2016. The research work is descriptive and qualitative.

**Subjects and Informants** The subject of this study is the Director of MI Darussalam Pacet 2016. The informants of this research are teachers, students, deputy head of the school curriculum section and teachers. It can be concluded that the source of this research material is the subject, where the source of this research information is behavior, activities, events, interview statements, documents and communication between MI teachers and students.

**Data Collection Methods** The author uses the data collection methods used in this article, namely. observation, interview and documentation methods. This method collects data from MI Darussalam Pace area which is directly involved in researching the organization of behavior management training that gathers human resources.

Interviews with teachers, vice principals, students and principals found out that:

- a) Madrasah Organizational Behavior Management in MI, Resource Implementation from the principal
- b) Implementing training organizational behavior management strategies and everything related to.

When applying the documentary method, researchers consider written objects such as books, journals, documents, regulations, minutes of meetings, diaries, etc.

At this stage the data is analyzed, the researcher is still in the field and post data collection. This is about the benefits gained from increasing knowledge and/or changing both the theoretical assumptions used and the research questions that are the focus. The aim of qualitative research is to reveal the symptoms as a whole and in accordance with the syndrome by collecting information from a natural background with the researcher's own key tools In this mapping analysis, data collection occurs simultaneously with data collection and continues after the area is returned. Provisional analysis results are always confirmed with new information from other sources with a more precise level of confidence from interviews, observations and documentation.

## RESULTS AND DISCUSSION

Implementation of Madrasah Organizational Behavior Management in MI 2017/2018. Based on the results of interviews, documentation and observations both formal and informal, the author of MI Darussalam Pacet Research Results Discussion presents formal and informal interviews, observations and direct document reviews from researchers. The research results are discussed below:

Staffing planning is also done in several steps, so first the tasks and functions (main tasks and functions) are made according to the workload, then the right employees are found and selected for the position. In human resources to work not only on the basis of intellectual ability, ability and experience, taking into account academic achievement and skills.

Job and position analysis involves several steps, including:

- 1) sketches or plans prepared by the customer,
- 2) full debate,
- 3) plenary/protostar,
- 4) creating and amending regulations.

In response to the truth, it was stated that "manpower analysis uses considerations as a starting point, such as the number of students, the number of activities and programs that need to be organized, and the need for more infrastructure support and financial strength". Achieving objectives. The initial draft or conceptual mission analysis reflects the main tasks and functions of all parts of the school from the principal down to the most basic level, prepared by the specific principal. prepared by a specific principal or prepared exclusively but formulated and prepared by a team.

### **Personel management, selection, and placement**

are essential components of the success of any organization. In order to ensure that the right people are in the right positions, effective personnel management involves the strategic planning and coordination of an organization's workforce. This necessitates a thorough comprehension of the job specifications as well as an evaluation of the candidates' abilities, credentials, and cultural fit. The selection procedure starts after suitable candidates have been found. This entails conducting interviews, going over resumes and references, and giving tests to determine whether candidates are qualified for the position. Finding people who not only have the required technical skills but also share the same values and objectives as the organization is the aim. Once chosen, good placement becomes crucial. Employers can greatly improve their staff members' job satisfaction and performance by placing them in positions that play to their strengths and align with their career goals. When choosing a placement, it's crucial to take into account elements like skill set, experience level, and room for advancement.

Recruiting new teachers, staff, or employees for an organization is always a challenge for organizations including educational institutions. This activity is a continuation of human resources, as a rule, personnel needs are already known after previous analysis at the planning stage.

But sometimes it is not. Some organizations face unexpected requests to fill vacancies quickly and accurately at any time, for example, due to unforeseen circumstances in the middle of the semester, teachers are appointed as staff and transferred to other schools. Claims must be filled as quickly as possible. And it is clear that every reason for publication in the organization must be filled and fulfilled.

Based on the research conducted, it is known that the recruitment and selection of prospective teachers and employees or workers in MI take place in several stages:

- 1) consider the necessary arrangements.

- 2) make a report.
- 3) perfect invitation.
- 4) interview and
- 5) acceptance and placement.

Academic and non-academic achievement criteria are also the benchmarks that apply to all applicants, both general applicants and applicants who continue to have contact with principals, teachers and even local school boards. The placement of selected teachers takes place according to two models:

First, through direct investment, which usually takes the form of teacher recruitment. Second, through internships, which are usually used when recruiting prospective teachers. training and resource development.

The implementation of several courses and credits, Darussalam Pacet, Keguruan, KTSP, KK13, Computer, Library and others. Other training is also available, including training for prospective primary school teachers for those who wish to call themselves principals in accordance with set requirements. In addition, teachers and staff are also involved in organizing training in MI educational institutions, which conduct training upon invitation outside the classroom, both district and provincial, even at the national level. employee evaluation management. A personal evaluation system, or performance evaluation as it is often called, is a measure of achievement, or evaluating whether their work is successful or unsuccessful, as a measure of the effectiveness of a teacher or staff member. The objectives of this rating system are at least:

First, to provide a basis for planning and rewarding the work of teachers and staff over the past semester (reward for past performance), and second, to motivate them to be on time in the future, as teachers and staff continue to improve (automate future performance improvement).

MI Darussalam Pacet's appraisal system is implemented using the following methods:

First, monthly evaluations are conducted, evaluating the progress of the school program during the year and month, and receiving cases from the field, teaching and learning activities and student cases. Second, mid-year or semester evaluation meetings. Third, a final academic evaluation session is held to evaluate one academic year. The results will be used as guidelines in preparing the RAKS and RAPBS programs in the future. In addition to these evaluations, evaluations of dental content will also be conducted, case studies will be ready soon. Assessment of work program implementers is general in the sense that it applies equally to teachers and staff. In principle, everyone contributes to the success of teaching and learning at school.

The criteria or benchmarks used to determine the failure and success of a teacher or employee in carrying out their duties, with Tukop as the main operational standard, along with several other supporting factors. Particularly for officials and teachers and staff in conducting side evaluations using the above blocks and several other supporting factors, including the state DP3 teacher performance evaluation tool, applicable in all educational institutions at all levels. DP3 as an assessment tool to assess teacher effectiveness is lacking because it is not based on work standards and work standards are always different.

There is PKG (Teacher Performance Assessment) that uses DP3 according to these work standards. It is very important that different performances are continuously monitored and evaluated. There are no good or bad grades. Monitoring system The management of the monitoring system is essentially the responsibility of the steering members to the programmers to implement the program according to the agreed rules.

## **Management system**

is an essential tool for any organization to effectively plan, organize, and control its resources. It provides a framework for decision-making, communication, and coordination among different departments and individuals. A well-designed management system enables the company to set clear goals and objectives, allocate resources efficiently, monitor progress, and make necessary adjustments to achieve desired outcomes. It encompasses various components such as strategic planning, performance measurement, risk management, and continuous improvement. By implementing a robust management system, organizations can streamline their operations, enhance productivity, mitigate risks, and ensure compliance with regulatory requirements. Moreover, it fosters a culture of accountability, transparency, and collaboration within the organization. Overall, a comprehensive management system is crucial for achieving sustainable growth and maintaining a competitive edge in today's dynamic business environment.

Management systems are essential for organizations to effectively coordinate and optimize their operations. These systems provide a structured framework that enables efficient decision-making, resource allocation, and goal attainment. One such system is the quality management system (QMS), which focuses on ensuring that products or services consistently meet customer requirements and regulatory standards. QMS encompasses various processes, including quality planning, control, assurance, and improvement. By implementing a robust QMS, organizations can enhance customer satisfaction, minimize errors and defects, and drive continuous improvement. Another critical management system is the environmental management system (EMS), which helps organizations identify and mitigate their environmental impacts. EMS involves assessing environmental risks, setting objectives for pollution prevention and resource conservation, implementing controls to minimize negative effects, and monitoring performance against targets. By adopting an EMS, organizations can demonstrate their commitment to sustainability and compliance with environmental regulations. Additionally, an information security management system (ISMS) plays a vital role in safeguarding sensitive data from unauthorized access or breaches. ISMS involves identifying information

The mission of MI Darussalam Pacet is to set standards, direct operations, monitor and compare standard results and corrective action or standards. Barriers and Solutions of Madrasah Organizational Behavior Management in MI 2017/2018. Constraints of Madrasah Organizational Behavior Management Implementation in MI 2017/2018.

ME in this case is based on the results of interviews with both formal and informal principals, principals, teachers and school treasurers who are directly related to the administration and planners. I am currently working on planning at MI Darussalam Pacet. During this time, a volume and workload analysis has been carried out, in other words, it is called the new core functions (objectives and functions).

Then you will find the right staff for different roles or positions with thoughtful solutions to implement Madrasah Organizational Behavior Management in MI 2017/2018. Implementation Solution of Madrasah Organizational Behavior Management in MI 2017/2018 requires

Teacher recruitment will be announced in accordance with the required composition, taking into account academic and non-academic qualifications. Conduct selective recruitment and selection of prospective teachers or staff. The choices are academic, non-academic, work experience, teachers with a good work ethic, or employees who are truly professional and proportional.

The system of investing with the right people in the right place is positive and functional, meaning that it is optimally applied in the work of employees, because according to it performance, skills, abilities and talents increase work efficiency and effectiveness.

Identification and acceptance of teachers or graduates who meet teacher requirements. Development of teachers through participation and organization of training courses, workshops, etc.,

management and development of training. Two models, on-the-job training and on-the-job training, have been well received.

Training and development is not only considered as a measure of success or laziness, but actually has a positive effect, namely the improvement of the quality of human resources after training, namely the improvement of the quality of human resources after training. H. the actual implementation of the action plan should be monitored. or training results (monitoring).

## CONCLUSION

Generally, workforce planning is done by analyzing all the functions or the amount of work to be done by each component of the school. The results of the analysis are presented in the main functions (objectives and functions), ie. H. Management is translation.

Job analysis and job description. Based on the results of this task or task analysis, the implementation and placement in personal positions takes place in accordance with mental abilities, qualifications, professional experience and exemplary professional experience. Models for planning and countermeasures are developed. Faculty members are selected based on academic and non-academic achievements, noble character, and kinship, or in other words, because merit and professionalism trump arrogance.

Evaluation of staff training and development conducted so far Exercises conducted continue to measure the success and failure of leadership training if they are not aimed at whether the training conducted is competent to change behavior and whether behavior changes and improves, whether it does, precisely, because of subsequent training. Although evaluation has so far been carried out in three steps, namely;

- 1) monthly assessment.
- 2) initial assessment.
- 3) in the year-end assessment.

However, there are still gaps in the field of tourism as well as in the implementation of the program itself, therefore Tupo becomes a standard of work as a measure of success and failure of teachers in carrying out their duties, which is still vague. Working with the support of the Head of Madrasah to train teachers and staff for the Head of Madrasah, teachers, staff and compassionate community. Community activities support learning activities.

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