Implementation of Strategic Human Resource Management in Improving the Quality of Education

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ARTICLEINFO

ABSTRACT

This research was conducted at Labschool Cirendeu Middle School by analyzing Strategic HR Management as an effort to improve the quality of education at that school. Researchers use research strategy design. This research was qualitative research with the consideration that the problem and aim is to look at the phenomenon of the conditions of the implementation of Strategic HR. The data collection method used consisted of observation and questionnaires. Nvivo, the coding process is carried out by linking the text in the transcript with code. Strategic HR Management to improve the quality of education at that school which consists of seven themes, namely Quality Assurance, Quality Improvement, Planning and Evaluation, Supervision, Recruitment, Parents as partners, and Implemented Solutions.

INTRODUCTION

Human Resource Management plays an important role in creating and maintaining quality education. Education plays a role as a tool to improve the quality of human life in maintaining the evolution of economic development and social development of a country. In this research, the researchers conducted research at Labschool Cirendeu Middle School. Labschool is an educational institution that has a long history of contributing and contributing to national achievements. Further understanding of Labschool can be continued by understanding the history of schools located in the IKIP Jakarta complex, or what is now the Jakarta State University (UNJ). From the chronological presentation, it is known that Labschool is a continuation of schools with a good identity and reputation, and has made a major contribution to education in Indonesia. Initially, Labschool, which was previously called IKIP, was intended for teaching practice, educational research and educational innovation studied by prospective students. - prospective teachers at IKIP, then in 1972 it changed its name to the Skills Development Center as a place for testing new innovations in the field of education, after that in 1974 a trial of educational innovations was carried out as input for national education reform called the Development School Pioneer Project, until finally in 1999 until now. The private IKIP school changed its name to Labschool and opened several branches in the Jabodetabek area.

In the management concept, an organization can be said to have comprehensive management if the organization can direct the organization to gain excellence in all aspects of the production or services produced by the organization. Good management will be achieved if every part from the beginning of the process to the end of the educational unit implementation process is well controlled, this can be achieved by establishing quality standards and procedures in the school environment, every element involved must work together, be committed, fully responsibility, consistency and sustainability. The quality of education must be in harmony with human resources, because the main actor in improving quality itself is human resources. Quality human resources can produce quality services, regulations, policies and build quality facilities. By implementing human resource management in improving the quality of education, the educational organization can get a picture of the quality of human resources within the organization. According to Law no. 20 of 2003 concerning the national education system, Educational Personnel (Supporting Personnel) are tasked with carrying out: Administration, management, development, supervision and technical services, to support the educational process in educational units. Assignments to teachers and workers are contained in a document called a job description. An educational institution must formulate educational staff

standards or HR standards. These standards must be improved continuously over time so that these standards develop. The higher the HR standards set, the better the quality of the conditions for teachers and supporting staff (HR).

Gaps in several studies that the author found in the Pilot Study that the researcher conducted at Labschool Cirendeu Middle School, South Tangerang, after conducting interviews, it was discovered that there were HR phenomena that would affect the quality of education, namely: (1) Labschool Middle School was not yet accredited. (2) The number of teachers who are not yet certified. (3) Libraries that lack human resources and incomplete book collections. (4) There are school facilities that have not been completed, such as the auditorium, field and other spaces. (5) There are school equipment and supplies that are damaged and must be replaced immediately. (6) Lack of quality control. (7) Labschool Cirendeu Middle School was inaugurated during the Covid-19 pandemic where the implemented curriculum had to be adjusted again at this time. The phenomenon mentioned above can be overcome if the implementation of human management at SMP Labschool Cirendeu, South Tangerang is carried out with full commitment, responsibility, continuous improvement, and an effective and efficient leadership style, because as explained by Suhendi, one of the elements that What can influence the quality of education is humans themselves.

Based on the description above, it can be concluded that there are phenomena that exist at the research location and gaps in previous research. (Ratten, 2023a) said that education requires fundamental changes in the post-COVID-19 era in order to remain competitive in the global education market. Improving the quality of education at Labschool Cirendeu Middle School. The learning environment is an important element in developing pedagogical skills in the context of teaching practice (Mononen et al., 2023). Furthermore, teachers are also required to take pedagogical risks, for example experimenting or creating unusual or innovative learning approaches, with the help of teachers in provide intervention opinions and input that can improve the quality of education (Baeten & Simons, 2014). Based on this background, the problem formulation in this research is: (1) How does the recruitment of human resources at SMP Labschool Cirendeu, South Tangerang improve the quality of education? (2) How does human resource training at Labschool Cirendeu Middle School, South Tangerang improve the quality of education? (3) How does human resource compensation at Labschool Cirendeu Middle School, South Tangerang improve the quality of education? (4) How does human resource performance management at Labschool Middle School Cirendeu South Tangerang in improving the quality of education? (5) What is the working relationship of human resources at SMP Labschool Cirendeu South Tangerang

in improving the quality of education? Based on this, the researcher believes that conducting research at SMP Labschool Cirendeu, South Tangerang, is very important to find out more about the implementation of strategies to improve the quality of school education. Researchers will conduct research with the title "Implementation of Strategic Human Resource Management in Improving the Quality of Education".

THEORETICAL REVIEW
Human Resource Management Strategy

Management can be seen from various points of view, one of the focuses of management science is human resource management. Companies and organizations from various sectors that have employees definitely need an employee management system, this is where the role of human resource management is needed by Elmi in Syanur and Elmi (Fadillah Syahnur & Elmi, 2023). According to Baro'ah (Baro'ah, n.d.-a)(2020) one of the factors that can contribute to the low quality of human resources can be closely related to education. The need for human resources by an organization is not only a matter of quantity but also quality. Krajcsák(Krajcsák, 2019) explains that implementing quality management can help create open innovation by enabling organizations to make customers (and other external stakeholders) become real collaborators. In essence, organizations must analyze the resource requirements needed so that organizational goals are achieved with quality human resources in efficient quantities. In order for companies to be able to continue to survive and compete, technological dominance alone is not enough if it is not supported by reliable or quality human resources. In other words, the biggest investment of a company or organization is human resources. (Tan Evan Tandiyono Danuarta Ananda Panca H, n.d.). Human resource strategies are formulated in order to improve organizational performance, and human resource activities are designed to signal to employees the behavior needed to implement the company's strategy successfully (Lengnick-Hall et al., in Lopez-Cabrales and Valle-Cabrera 2019) .(Lopez-Cabrales & Valle-Cabrera, 2020) Planned actions must support the development of organizational strategy. In essence, this human resource strategy highlights the need to adopt a contingent approach that is relevant to behavior and human resource management will depend on the strategic orientation of the organization (Martin-Alcazar et al in Lopez-Cabrales and Valle-Cabrera 2019). (Lopez-Cabrales & Valle-Cabrera, 2020) Furthermore, according to Khurniawan (Khurniawan, 2021), in improving the quality of education there are several priorities to achieve this, namely: leadership, school governance, and human resources.

According to (Dassler, G. (2020). Human Resource Management. Sixteenth Edition. Pearson Education Inc. New York, n.d.), human resource

management (HRM) is a strategic approach in managing the workforce in an organization. Dassler (Dassler, G. (2020). Human Resource Management. Sixteenth Edition. Pearson Education Inc. New York, n.d.) emphasizes the importance of involving employees as valuable assets in achieving organizational goals.

Education quality

According to Lu in Sfanianaki (Sfakianaki, 2019) Education is an important asset for the evolution of society. Education is a valuable need for both individuals and society as a whole. Education makes a significant contribution to economic growth and social development, and education is also important in national prosperity and well-being. Furthermore, according to Cruz in Sfanianaki (Sfakianaki, 2019), a number of reviews and reforms of the structure and function of education have been developed using quality management methods and approaches, therefore Sfanianaki believes that an approach and method is needed to improve the quality of education, this is due to pressure and demand for quality Education. Furthermore, according to Harma (Härmä, 2019) one of the main factors in failure to maintain the quality of education is government regulations that are not concrete and clear and the government does not provide short-term or long-term solutions to private schools. Noprika (Noprika et al., 2020) believes that the strategy carried out by school principals is to improve teacher quality, students' academic and non-academic achievements.

Quality in the world of education is carried out the same as in the world of business. Quality requires time, maintenance, changes in attitudes of all parties, and investment in the form of training for all staff. Many educational leaders fail in their efforts to implement quality because they do not have the commitment that is a condition for success. Many leaders also think that the quality of education is the same as fast food restaurants, namely solving problems instantly in complex problems. Julianto (Rasyid Julianto, 2022) said that through integration by applying listening, speaking, reading and writing skills, character education can be built which aims to improve the quality of education. Guilbault and Woodall in Calma and Dickson-Deane (Calma & Dickson-Deane, 2020a) argue that recently there has been an interest in improving the quality of education which includes several aspects such as, increasing focus on the quality of teaching and learning and student experience, increasing pressure from accreditation, institutional quality, government regulations, and professional bodies to maintain the quality of education. Establishment of a higher education quality framework, including setting minimum quality standards for different levels of study.

Quality management can help schools adapt to change in a positive and constructive way, instant problem solving will not overcome the problems faced by educational organizations. Yulius believes that the quality of education can be improved through infrastructure with systematic and targeted actions, as well as planning, organizing, processes and reporting which will be followed up with evaluations related to management functions. (Yulius, 2020) For this reason This requires consistent dedication, focus on long-term goals, and commitment to making changes to improve the quality of education. To create a quality educational environment, education stakeholders must be committed to the transformation process. Sfakianaki (Sfakianaki, 2019) also believes that important things that must be considered are leadership, student focus, continuous improvement (Kaizen), supervision, involvement in education and training, measurement and evaluation, and change management. To maintain and understand quality, it is necessary to fulfill customer desires, satisfy customers, ensure quality control, meet standards and analyze the costs associated with quality education. (Calma & Dickson-Deane, 2020a)

Strategy Determination Process

According to Mello in Andrian effective organizational analysis of the many factors that contribute to performance, the financial element is the most important. (Andrian, 2020) Regardless of the size of the organization, the activities carried out, within the environment in which it operates, the success of the organization is determined by the decisions made locally in the behaviour carried out. It is an important source of competitive advantage often lies not in the owner of the most superior product designer, reverse manufacturing strategy, most advanced technology, then the most advanced financial management, but in having a system for attracting, motivating and managing the sources of financial resources. Mello in Andrian (Andrian, 2020) explains about the 5 aspects of the strategic palm pallet process, namely

a)   Mission Statement
     The mission signal functions to identify in communicating the objectives, values, in the main focus of the organization, head of employees, the customer, the leader of the mission, and the parties involved in the traffic. This announcement must have a clear, inspirational, focused, consistent, and valuable statement.

b)   Analysis of Environment
     Analysis of the Environment is also a process carried out by organizations to eliminate external and internal factors that can influence their performance. Environmental analysis aims to identify opportunities in the environment that are valid in the external environment, as well as

deficiencies in internal weaknesses that are relevant to the organization. For example, external/internal environmental analysis in SWOT analysis. The business planning team must support the organization in determining aspects of the organization in the environment that are likely to prevent progress in supporting the visionary approach in the mission, as well as identifying aspects that are likely to prevent progress in moving forward. . According to Stoller in Topuz (Topuz et all., 2021), SWOT analysis includes the assessment of quality (S), weakness (W), opportunity (O), stability (T) in traffic factors that influence certain topics in the global market. comprehensively, systematically and accurately galvanize certain scenarios.

c) Orgalnizaltion Self-Alssesment

Self-assessment is the process in which an organization carries out objective self-evaluation to measure their performance in sales against the objectives in a particular system. The aim of organizational self-evaluation is to identify internal weaknesses, as well as opportunities in external operations that influence organizational performance. Internal organizational evaluation helps organizations to proactively identify areas that need to be addressed, as well as maximizing potential in opportunities to achieve their goals.

d) Establishing Goals and Objectives

Sales objectives must be stated in a specific and measurable manner; the elasticity level, the salt level is determined, the decision maker also needs to identify the performance balance and meet the alkaline objectives measured in the evaluation. In the process of planning, measuring goals is often reversed, this is due to setting goals that do not have a channel for measuring their performance. The goal is also to be flexible. The entire process of palm tree removal aims to involve the prevention of dangerous accidents in the future and in anticipating disasters that may or may not occur. The objectives in sales must be in accordance with the vision and mission of the organization and must be measured to ensure clear marketing. It means that the goal must be specific, measurable, achievable, relevant, and within a time bound.

e) Strategy Settings

Establishing a strategy (setting a strategy) is an important process in strategic management that involves making decisions about choices in the most far-reaching action plans to achieve organizational goals. The simplest strategy is to achieve organizational goals. Close involvement of the HR function through all strategic management and strategic

management is also important for the success of planning efforts in implementation.

METHODOLOGY

The type of research used in this research is qualitative research with a descriptive approach. Researchers use qualitative research methods that look at objects in the design and analysis of research that aims to improve the quality of educational conditions in South Tanggerang. In this research, researchers also use the research strategy of Phenomenology, through exploration certain phenomenal phenomena, this approach is used to understand the subjective perception of individuals and groups in certain contexts. The main aim of phenomenological research is to explore the hidden phenomena in the experiences of the research subjects in order to understand the underlying understanding of their perspectives.

Creswell differentiates between qualitative and general approaches to qualitative research, in terms of phenomenology, method of collecting data that is systematic and systematic in obtaining data that is accurate and relevant.). The most strategic data collection technique in this study is that it is carried out as research, because the aim of the research itself is the data that is continuously being processed by the researcher (Sugiono, 2023). The collection of data was carried out in a variety of settings, sources and methods. In this research, the author used qualitative methods, data collection was carried out under natural conditions, the source of data was also derived from dual sources, namely, primary and secondary data, as well as more focused data collection in observation, preliminary research and documentation.

In this research, the author also used NVivo to support the reliability of the digital data of that school, with the variables coding that in the analysis of the qualitative data which was especially qualitative in the interviewed which was carried out, so that the author received the final data in the data. verbally with accurate when informally going through a conversation which is verbally verbalized with Interview Guide by researcher. Next, the researchers processed NVivo's digital data by looking at Auto-Code and looking at the signal results, as well as the prediction of the Word Frequency, Word Cloud, and Hierarchy Chart features. NVivo provides a systematic approach to analysing qualitatively, helping researchers in digging deep in the interview which is often intertwined with the research process in that school. The research analysis method uses qualitative methods which provide descriptive research results.

RESULTS

In general, this research takes the form of qualitative research as well as post Qualitative positivism with considerations, namely problems, in the aim of this research was carried out to see the phenomenal conditions in the implementation of strategic financial resources in improving educational quality at Middle school of Labschool Cirendeu, South Tanggerang. The method of collecting data that is carried out consists of observation as part of

the field of study, in the case of the researcher, it consists of working together within the scope of the research site.

In the beginning of interview, the confirmation was carried out to recognize the guidelines regarding the implementation of strategic human resources at that school by analyzing. The guidelines related to the implementation of strategic human resources regarding improving the quality of education at the school. From the events that emerged, several developments followed according to key informal types. The strategic process seen by Strategic Human Resources regarding improving educational quality in schools also recognizes the conditions of strategic behavior carried out by the HR division to improve educational quality in schools. In this hall, the strategic and strategic planning for schools is known in its implementation by both educational and non-educational staff. In the second process, which can be seen from recognizing knowledge in discipline, at various levels of understanding and understanding of HRM guidelines in understanding the basic aspects of awareness regarding real social guidelines. The third process is the process of finding out the depths of the knowledge and understanding regarding HRM that occur. Then the last thing was to recognize the benefit from guidelines manual in correctly by the employees. In carrying out data analysis, researchers used Nvivo software version 12 for Windows.

After analyzing, comparing and grouping informal interviews, the next step is to use Nvivo to help in the analysis process. The digital transcript is imported into Nvivo as a data file. Next, the researcher carried out coding using Nvivo, the coding process was carried out by multiplying the original text of the transcript with the code created. The publication of a code that is always legal includes recognizing alternative guidelines in publications, errors in effectiveness, work error cases, errors in concerns and errors in fraud. Then the researchers then added a traffic code that had specifications for certain payments. The code hierarchy in Nvivo digital details is known as Codebook.

Picture 1. Strategic HRM Mind Map in Improving Education Quality at Labschool Cirendeu Middle School

The picture above is a mind map of the state of Management of Strategic of HR to improve the quality of education at school which consists of 7 themes, namely Quality Assurance, Quality Improvement, Planning and Evaluation, Processing, Recruitment, Human Resources and Partners, and Implementation Solutions. In the end, we carried out the formula in this research to identify recruitment, training, compensation, HR performance malmanagement at the school.

Project Map is one of the features included in the NVivo platform to display research results in the form of a petal. Project Map: Map is based on the coding that was previously discussed, including Files, Nodes, Relationships, this section uses 88 coding data so that the internal coding is visualized and the project map is also used to explore all of the visual data in a project. Project petals consist of shapes that represent various objects in a project in a structure that shows the connections between objects, and of course it requires several previous project structures to create a project. In project petals, these structures help especially in analysing and developing theories in present the results ongoing research.
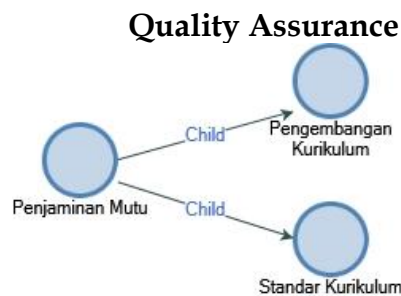
Quality Assurance

Picture 2. Project Map Quality Assurance

Due to the quality assurance carried out by that school, of course it cannot be separated from the school's efforts to ensure quality in its life, human resources must also carry out the curriculum which is the soul of the education business. However, the Quality Assurance is dual codes in his history, namely the integration of the curriculum in the curriculum standard.

Quality Improvement

Figure 4 Project Map for Improving HR Quality

In terms of digital capital, based on the Malp project, to improve educational quality, of course there is also a need to increase the quality of human resources for educational staff such as teachers, technical staff, staff, teachers and traffic. Apart from that, non-educational staff such as IT staff, receptionists, human resources and traffic personnel also need to be left behind in HR quality. Institutions that have quality sources of financial resources certainly have a great opportunity to return the business to further channels. You could say, the main source of financial resources and the main factors for the success of a company is legal, so it needs to prioritize its quality.

Planning and Evaluation
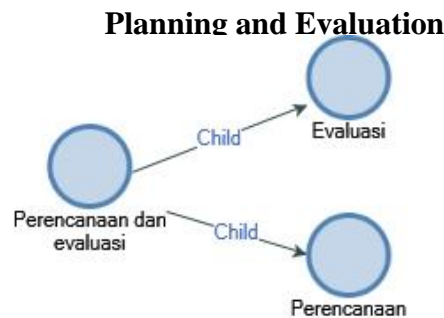
Figure 5. Project Map Planning and Evaluation

Based on the picture above, it is clear that education quality is improving. HRM must carry out strategic planning in evaluation to overcome the signal. In the educational business, of course, planning and evaluation has become an important area in every year. Strategic strategic management needs to carry out practical planning in precise, measurable evaluations.
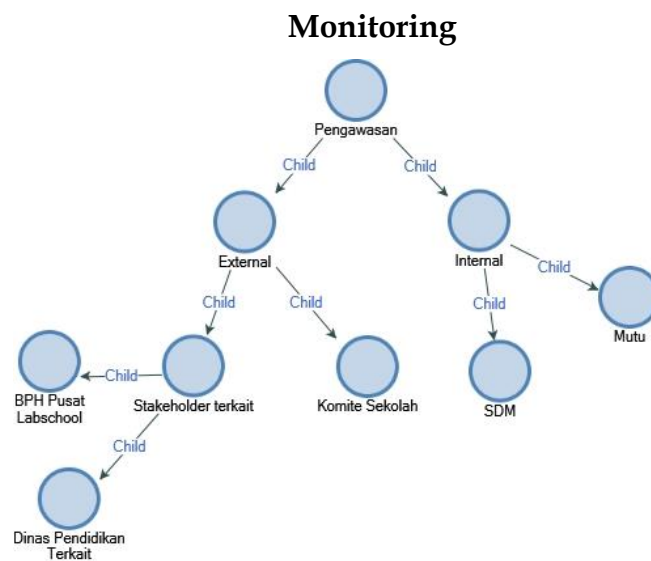
Monitoring


Figure 6. Monitoring Project Map

In the picture above, in the initial process, of course there is always internal monitoring and extra control in the centre. In terms of validation, a reverse assessment strategy is also carried out for human resources in order to assess the quality of education.
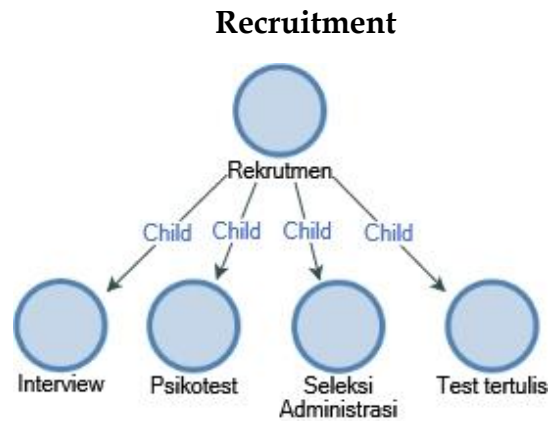
Recruitment

Figure 7 Recruitment Project Map

In terms of recruitment, it is an extremely important thing in the process of improving the quality of human resources and educational institutions. In the code above, there are administrative selection, interviews, psychological tests and written tests to screen potential candidates to improve the quality of education.

Students' Parents as Partners
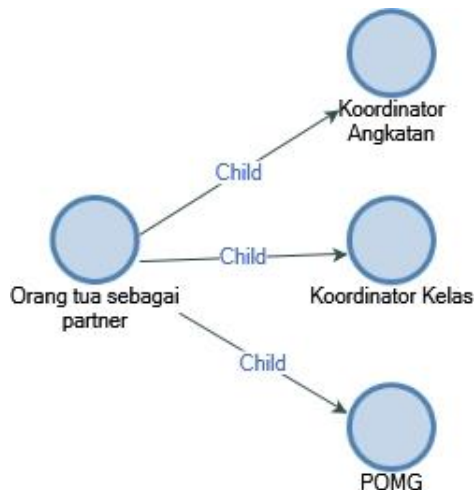
Figure 8 Student Parents as Partners

Digital platforms, the role of parents and school partners are an important part of strategic efforts to improve the quality of education. The parents are of course always represented by the Community of Parents of Students and Teachers which is the basis

for representing the parents of students. Apart from that, there is also a parent coordinator in each class and in each class to support the student learning process at school.

Implemented Solutions
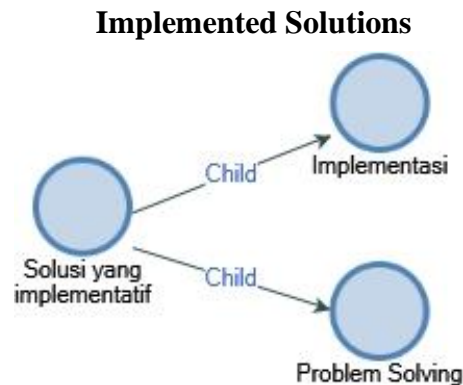
Figure 9 Implemented Solution

In the picture above, it is clear how to improve the quality of education in HRM to improve educational qualifications. However, we have to focus on problem solving in implementation.

DISCUSSION

1. **Recruitment**

   Recruitment of of human resource at Labschool Cirendeu Middle School, South Tanggerang, it has been improving educational quality. If you look at the human resource qualities of an institution, of course you will not forget the correct recruitment process. Recruitment is a process of searching and finding the right people for a particular job in a formal organization or organization. The recruitment is carried out by means of various, through selection so that people are found who are suitable and competent for the position which are available, so that the teacher recruitment process is carried out smoothly and honestly in transparency, by using proper qualifications that have been expired. The qualification standard is not dispensable. Efforts to increase the competence of educators in educational matters must be carried out on a regular basis and programmed with a clear system (Yulius, 2020)

   The success of the school in recruiting qualified human resources does not depend on the efforts of the school to carry out the recruitment process again. Successful recruitment results in teachers returning according to the desired standards. In this way, the recruitment of teachers/educators is a very important process that is carried out based on the needs in the legal system determined by the school and the recruitment of qualified and professional human

resources in the field. (Calma & Dickson-Dealne, 2020al) Of course, the school is actually carrying out good recruitment in the field.

It is also important to correlate the informality of the people who are still being recruited with the specifications that have been established. Therefore, the reasons that need to be considered in recruitment are always objective in deciding which ones to choose, while the process of making decisions remains logical and rational. Due to the thoroughness in this recruitment, considering the fact that if a head of government is unable to recruit new people, it is necessary to terminate the job vacancies that will then be given to the head of the head of government. (Bouranta et al., 2020al) The implementation of the recruitment carried out aims to search for educators who have potential, skills and qualities so as to improve the quality of education in schools. It which has been abolished by Law No. 14 of 2005 concerning teachers and lecturers, formulated in BALB IV chapter 8, teachers must have physical qualifications, competencies, educational certificates, be physically and spiritually healthy, and have the ability to realize national educational goals. Article 9 as qualifications referred to in article 8 are obtained through higher education in the degree or diploma program IV. Parallel 10 pedagogic competencies, personal competencies, social competencies, and professional competencies obtained through education through professional education.

2. **Human Resources Training**

Human Resources Training at Labschool Cirendeu Middle School is always improving the quality of education. The increase in sources of HR is in line with the efforts that have been carried out by the government in increasing the quality of education. The quality of education in this field is intertwined with the quality of schools and the quality of graduates and output, (Lopez-Cabralles & Valle-Cabrera, 2020). By identifying the sources of HR in the process of improving the quality of schools, it will never end. This issue is also crucial in the field and it is important to investigate, the success of the school is also not necessarily a school/educational institution which is mostly influenced by factors which are sources of HR. In this context, it is explained about the sources of HR and educational resources in education which are the tip of the spear and need to be reversed. In order to increase capital and promote national development, education in traffic is a process in making Indonesia's human economy as whole as possible through improving the quality of schools. The success of national development is

also determined by the quality of the sources of financial data, including in terms of decision making, planning, finding ideas, making decisions, and also in terms of technical implementation. (Dassler, G. (2020). Human Resource Management. Sixteenth Edition. Pearson Education Inc. New York, n.d.)

It is also the most strategic in carrying out national development and the overall quality of educational through education in traffic, that is, by improving the quality of the sources of digital data. (Dassler, G. (2020). Human Resource Management. Sixteenth Edition. Pearson Education Inc. New York, n.d.) Education in the process of improving the quality of schools makes a huge contribution to the sales of an educational institution. Due to this, education has also built nation character. The policy program to improve the quality of education includes three main aspects, namely: development, continuous curriculum development at all levels in the type of education. Secondly, increasing the well-being of teachers' professionalism. Third, the implementation of social and social functions in educational practices.

Furthermore, (Lopez-Cabralles & Valle-Cabrera, 2020) The low quality of human resources is a major factor which can hinder the development of the national economy, especially the quality of schools. For this reason, high-quality human resources are needed who have the ability and ability to continuously improve their quality in a continuous manner (continuous quality improvement). Improving these qualities can be done through education in traffic.

HR development is carried out through education and training, both formally and informally, which is carried out simultaneously and continuously. There are five domains in HR is an important part in the development of human resources in the field of education. The five domains are professionalism, competitiveness, functional competence, strategic excellence, and professionalism. However, the return of the human resources domain quality control (TQC) is required in the quality control (TQC) program for the quality of human resources (Sfakianaki, 2019)

3. **Compensation**

Compensation for Human Resources at SMP Labschool Cirendeu, South Tangerang in improving educational quality. The compensation system that takes place in an organization has a very important role in the internal system, which is the most sensitive aspect. In general, the things that are often complained about by workers are forms of incompetence regarding their work, including repeated work

failures with errors (a type of compensation), work failures, work difficulties, failure to complete work problems, and opportunities to work together. promotion. In fact, as stated by Inuwal (2016), organizations, both in the industrial sector and in the government sector, throughout the world, depend on the optimal productivity of the employees they have because in turn this is directly related to the effectiveness of the organization. Therefore, he explained that formalizing the work history of Palral Kalryalwaln is something that must be done by every organization. Furthermore, even though there have been many studies carried out by researchers at the same time in this area, more extensive studies are needed in this area of Kalryalwaln and research which is not separate from an organization. Assessing the legal compensation system must continue to be carried out by local organizations and governments, so that the government can actually understand the internal compensation system. (Taln Evaln Talndiyono Dalnualrtal Alnalndal Palncal H, n.d.)

4. **Performance Management**

Performance management of sources Labschool Cirendeu South Tangerang in improving educational quality. Sources of central factor HR in natural conditions. The source of financial resources in the organization consists of all the people who are active in the organization. The organization was built based on a vision for the interests of the company in the implementation of its mission managed by the company. So, humans are a strategic factor in all institutional/organizational activities. (Els & Meyer, 2021) The management of sources of HR, in fact, can be seen from two aspects, namely quality in quality. The definition of quality includes the number of sources, the quality of human resources without being accompanied by the quality of human resources becomes a burden on the development of a nation.

As for quality, it concerns the quality of human resources which involve inability, both physical inability and non-physical inability (mental intelligence). Therefore, for the purposes of accelerating development in any field, improving the quality of financial resources is one of the main requirements. (Fadilah Syahnur & Elmi, 2023) Of course, at Labschool Cirendeu Middle School, HRM is something that is highly valued as well as efforts to improve educational quality.

5. **Working Relationship**

Working relationships between human resources at Labschool Cirendeu, South Tangerang in improving the quality of education. Education aims

to improve the quality of human resources. One of the efforts to improve education is through the educational process at school, in terms of improving the quality of educational resources, teachers are a component of educational resources which must be developed and continuously improved. (Bouranta et all., 2020b) The potential resources of teachers need to grow and develop so that they can carry out their duties professionally. One of the important resources in management is human resources. No matter how advanced technology is today, human factors still play an important role in the success of an organization. In fact, it can be said that management is both a source of HR, and a source of HR is identical to the management itself. (Carter et all., 2021b)

CONCLUSIONS AND RECOMMENDATIONS

Human Resource Management in improving the quality of education at Labschool Cirendeu Middle School has been implemented in a good manner, although it still needs to be improved. This is because there are several steps in human resource management that have not been implemented in accordance with the provisions in valid HRM theory. Performance management at Labschool Cirendeu Middle School cannot be separated from good cooperation from several parties involved, including the students' parents as school partners in improving the quality of education. The ability of Cirenderu Labschool Middle School to manage HR planning has been designed and prepared systematically and based on the school's independence and government regulations. The HR recruitment pattern is carried out in an open, independent manner and prioritizing the principles of professionalism and transparency. Management is a way to organize or even manage something in order to get maximum results, as well as to get maximum work done. Good management requires good goals and benefits, because without clear goals, management will be directionless, apart from that it also does not have a clear concept of what will be aimed at, for this reason it is necessary to know several goals in educational human resource management.

FURTHER STUDY

For further research, it can be developed on other strategic management elements in HR. For example, entering other research variables.

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