



The Concept of Education Personnel Management in Educational Institutions

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Abstract. The objective of this study is to expound upon and provide an explanation of the concept of educational workforce management in Islamic educational institutions. The research approach employed is literature research, where relevant and reliable sources are utilized to gather the necessary information. These sources include books and online scholarly articles (journals). The findings demonstrate that educational workforce management encompasses a range of activities, such as establishing norms, standards, procedures, recruitment, development, administration, well-being, and termination of employment for educational personnel in Islamic educational institutions. The primary goal of educational workforce management is to effectively and efficiently utilize educational personnel to achieve optimal outcomes in alignment with the institution's objectives. There are four key stages involved in educational workforce planning. Firstly, planning to meet future needs; secondly, planning to maintain future balance; thirdly, planning for recruitment, selection, and termination of employment; and fourthly, planning for workforce development. Workforce development entails a series of steps, including identifying needs, defining objectives, designing program content, applying learning principles, implementing programs, and evaluating program execution. By carefully and effectively implementing development programs through these stages, it is anticipated that the specific goals of these activities can be successfully realized.

Keywords: Management, Education Personnel, Educational institutions.

1. Introduction

The impact of the globalisation era has caused significant changes in every aspect of people's lives, and the development of science and technology is one of the things that has been most affected (Dewi, 2019). In this modern era, a shortage of manpower in a country will be the cause of underdevelopment and even potentially have a detrimental effect on the ongoing globalisation process. This is because the rapid role of technology is needed to facilitate aspects of education that must innovate in today's digital era (Nofrianti & Arifmiboy, 2021).

Education is a pillar of continued human resource development Khotimah, (2022). An essential first step in building a successful and effective national education system is to properly implement education personnel administration at the national level. The quality of learning is strongly influenced by the professional quality of staff performance educators, therefore efforts to improve the professional capabilities of staff educators in carrying out the learning and teaching process through supervision assistance, it is necessary continuously receive professional attention and assistance from the insurer answer education. (Suandi et al., 2023)

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