

**MANAJEMEN SUMBER DAYA MANUSIA DALAM UPAYA PENINGKATAN
MUTU PENDIDIKAN PESANTREN DAAR EL-QOLAM 2 TANGERANG, BANTEN
(2015)**

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ABSTRAK

Penelitian dilaksanakan di Pesantren Daar el-Qolam 2 Tangerang, Banten, yang bertujuan untuk mengetahui proses manajemen sumber daya manusia dalam upaya peningkatan mutu pendidikan Pesantren Daar el-Qolam 2. Penelitian dilakukan pada bulan April hingga Juni 2015. Peneliti menggunakan pendekatan kualitatif dan metode deskriptif. Pengumpulan data dilakukan melalui wawancara, observasi, dan studi dokumen. Sumber data dari penelitian yang dilakukan yaitu: Direktur Sumber Daya Manusia dan beberapa informan pendukung antara lain Direktur Kurikulum & Pembelajaran, Sekretaris, Kepala Sekolah SMA dan Kepala Sekolah SMP.

Kegiatan perekrutan dilakukan dengan menganalisis kebutuhan guru, penentuan sumber rekrutmen, dan metode penarikan tenaga pengajar. Mengenai pengembangan kompetensi guru, Pesantren Daar el-Qolam 2 memfasilitasi para guru dengan kegiatan pelatihan dan pendidikan baik yang diselenggarakan oleh pesantren maupun lembaga luar pesantren. Kegiatan pengembangan kompetensi guru dilakukan dengan mengidentifikasi kebutuhan kegiatan pengembangan kompetensi, menentukan sasaran, dana, waktu dan tempat. Pesantren Daar el-Qolam 2 memiliki pedoman untuk menilai kinerja para guru, yaitu *hard competencies* dan *soft competencies*.

Divisi SDM sebaiknya lebih mengembangkan metode penarikan tenaga pengajar melalui internet, lebih memperbanyak penggunaan website sekolah dan website lain yang dipakai untuk merekrut pegawai. Pada perencanaan pelatihan harus dilakukan dengan baik agar semua guru dapat menghadiri kegiatan pelatihan.

Kata Kunci : Manajemen Sumber Daya Manusia, Divisi Pengembangan SDM

**HUMAN RESOURCE MANAGEMENT EFFORTS IN ENHANCING THE QUALITY
OF EDUCATION PESANTREN DAAR EL-QOLAM 2 TANGERANG, BANTEN
(2015)**

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ABSTRACT

This research was conducted in Pesantren Daar el-Qolam 2 Tangerang, Banten, which aims to determine the process of human resource management in an effort to improve the quality of education Pesantren Daar el-Qolam 2. The research was conducted in April and June 2015. The researchers used a qualitative approach and descriptive methods. Data collected through interviews, observation, and document study. Data source from this study are: Director of Human Resources and several informants supporting, among others, the Director of Curriculum and Learning, Secretariat, Principal of high school and junior high school principal.

Recruitment carried out by analyzing the needs of teachers, the determination of recruitment sources, and methods of withdrawal faculty. Regarding the competence development of teachers, Pesantren Daar el-Qolam 2 facilitate teachers with training and educational activities organized by the boarding school as well as outside agencies pesantren. Teacher competence development activities carried out by identifying the needs of competence development activities, determining participants, funds, time and place. Pesantren Daar el-Qolam 2 have guidelines for performance appraisal of teachers, which are hard competencies and soft competencies.

HR Division should further develop methods of withdrawal of teachers through the Internet, further expand the use of the school website and other websites that are used to recruit employees. In the planning of the training should be done so that all teachers can attend training activities.

Keywords : Human Resource Management, Division of Development Human Resource