

Human Resource Development Methods through Education and Training at SMAN 1 Setu, Bekasi Regency

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ABSTRACT

Human Resource (HR) development in education is very important to improve the quality of learning and educational success in schools. In this context, SMAN 1 Setu Bekasi Regency has implemented various HR development methods for its teaching staff, which focus on improving professional competence through education and training. This article aims to analyze the HR development methods implemented at SMAN 1 Setu, as well as to identify the challenges and opportunities faced in their implementation. The methods discussed include competency-based training, technology-based training, and experience-based training and collaboration. It is hoped that these findings can provide insight for other schools in efforts to develop more effective HR.

Keywords : *HR Development, Education, Training, SMAN 1 Setu, Bekasi Regency.*

ABSTRAK

Pengembangan Sumber Daya Manusia (SDM) dalam dunia pendidikan adalah hal yang sangat penting untuk meningkatkan kualitas pembelajaran dan keberhasilan pendidikan di sekolah. Dalam konteks ini, SMAN 1 Setu Kabupaten Bekasi telah menerapkan berbagai metode pengembangan SDM bagi tenaga pendidiknya, yang berfokus pada peningkatan kompetensi profesional melalui pendidikan dan pelatihan. Artikel ini bertujuan untuk menganalisis metode-metode pengembangan SDM yang diterapkan di SMAN 1 Setu, serta mengidentifikasi tantangan dan peluang yang dihadapi dalam pelaksanaannya. Metode yang dibahas mencakup pelatihan berbasis kompetensi, pelatihan berbasis teknologi, dan pelatihan berbasis pengalaman serta kolaborasi. Diharapkan, temuan ini dapat memberikan wawasan bagi sekolah-sekolah lain dalam upaya pengembangan SDM yang lebih efektif.

Kata kunci : Pengembangan SDM, Pendidikan, Pelatihan, SMAN 1 Setu, Kabupaten Bekasi.

INTRODUCTION

Competent and qualified Human Resources (HR) are a determining factor in the success of an educational institution. As a senior high school educational institution, SMAN 1 Setu Bekasi Regency realizes the importance of HR development, especially in improving the quality of teaching and learning. Therefore, developing the competence of educators and education personnel through education and training (diklat) is one of the school's main priorities.

The training and education provided to teachers and staff at SMAN 1 Setu aims to prepare them to face various educational challenges that continue to develop, such as the implementation of a more flexible curriculum, technological developments in education, and the need to develop non-academic skills for students. With the right approach to human

resource development, it is hoped that the quality of teaching and educational services provided can continue to improve.

This article will discuss various methods of human resource development implemented at SMAN 1 Setu, including competency-based training, utilization of technology in education, as well as experience-based training and collaboration between educators.

RESEARCH METHODS

The method used in this study is a qualitative descriptive analysis method with a field study approach. The object of the study is the teaching and learning system at SMAN 1 Setu, Bekasi Regency, West Java.

RESULTS AND DISCUSSION

Understanding Human Resource Development

Human resource development in education refers to efforts to improve the competence of educators and education personnel so that they can manage effective and innovative learning processes. This human resource development involves formal education, training, and the development of additional skills needed to face the ever-growing challenges of education.

Human Resource Development Objectives

The objectives of human resource development at SMAN 1 Setu are to:

- Improving teachers' professional skills in managing learning.
- Improving the quality of teaching and student success.
- Equipping educators with technological skills that support technology-based learning processes.
- Improving managerial capabilities for principals and administrative staff to manage schools effectively.

Human Resource Development Methods at SMAN 1 Setu, Bekasi Regency **Competency Based Training**

Competency-based training is one of the methods implemented in SMAN 1 Setu to improve the quality of educators. This training aims to improve teachers' skills in carrying out their professional duties in accordance with competency standards set by the government and educational institutions.

At SMAN 1 Setu, this competency-based training covers several aspects, including:

- **Improving Pedagogical Skills** : This training aims to improve teachers' skills in managing the learning process, such as mastery of teaching materials, teaching techniques, and the use of innovative methods.
- **Professional Skills Enhancement** : This training focuses on developing teachers' skills in their respective fields, such as specific subjects, student assessment, and curriculum development.

- **Social and Emotional Skills** : Training also includes aspects of interpersonal skills development, such as effective communication with students, co-workers, and parents.

This competency-based training is conducted through workshops, seminars, and courses held periodically, both at the local (education district) and central levels.

Technology Based Training

Technology has become an integral part of the modern education world. Therefore, SMAN 1 Setu implements technology-based training to improve teachers' ability to utilize digital devices in the learning process.

This training covers various aspects of educational technology, including:

- **Utilization of Digital-Based Learning Systems** : Training to master the use of online learning platforms, such as Google Classroom, Zoom, and other educational applications. By utilizing technology, learning can be more flexible and interesting for students.
- **Use of Tools and Applications for Creative Learning** : Teachers are also trained to use various applications such as Canva, Kahoot!, and Edmodo to create more interesting and interactive learning materials.
- **Training in Using Multimodal Learning Media** : This training includes teaching using videos, podcasts, and social media to support learning.

Technology-based training is carried out through direct training, online seminars, and provision through tutorials provided by various educational institutions or technology companies.

Experience-Based Training and Collaboration

Another approach implemented at SMAN 1 Setu is experience-based training and collaboration between teachers and other staff. This training is designed to build collaborative skills between teachers, principals, and other education personnel, which supports the creation of a conducive and productive work climate.

This experiential training emphasizes hands-on experience and collaboration between teachers. Some activities carried out among others:

- **Case Studies and Group Discussions** : Using real case studies from teaching and learning activities to discuss solutions and innovations in learning.
- **Mentoring and Coaching Program** : This training emphasizes the mentoring process where experienced teachers guide novice teachers, provide direction in managing classes, and share experiences in facing educational challenges.
- **Collaboration with Other Schools** : SMAN 1 Setu also collaborates with other schools to share experiences in implementing learning, as well as conducting benchmarking to improve the quality of teaching.

This experiential training is very useful in improving interpersonal and managerial skills, as well as strengthening a solid teamwork culture.

Leadership Training for Principals and Administrative Staff

In addition to developing teacher competencies, SMAN 1 Setu also pays attention to leadership development for principals and administrative staff. This leadership training aims to strengthen managerial skills in managing schools, developing strategic plans, and leading teams.

Training This includes :

- **Management Human Resources (HR) : Leadership** in matter human resource management in schools , including in matter recruitment , training , and management performance .
- **Strategic Planning** : This training includes skills in developing long-term and short-term plans for schools.
- **Communication and Leadership** : Train principals in developing effective communication skills, both with teachers, students, and parents.

Challenges in Human Resources Development at SMAN 1 Setu

Although various HR development methods have been implemented, SMAN 1 Setu faces several challenges in their implementation, including:

- **Budget Constraints** : High training costs are a major challenge in providing quality training for all teachers and education personnel.
- **Time Constraints** : The many school activities that must be carried out make it difficult to provide sufficient time for training, especially for technology-based training.
- **Differences in Training Needs** : Each teacher has different training needs, considering that there are teachers who are already skilled in using technology and there are those who need basic training.

CONCLUSION

Human resource development through education and training at SMAN 1 Setu, Bekasi Regency, has shown positive results in improving the quality of teaching and teacher competency. With various methods applied, such as competency-based training, utilization of technology, and collaboration between educators, SMAN 1 Setu has succeeded in improving the professional skills of teachers in various aspects. However, challenges such as budget constraints and limited infrastructure are limitations to optimizing the improvement of teacher quality in this school.

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