

## THE PROFESSIONALISM OF MINISTRY SCHOOL GRADUATES LEGALLY IN MARKET SHARE

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### ABSTRACT

Humans are a very important resource for the running of the wheels of government organizations. Without the human element that is essentially the planning, implementation and supervision of government organizations, of course, the goals that have been set will not be achieved. In order to have standards of ability, quality, quality and reliability in carrying out work tasks in accordance with the education, expertise and rank or class level possessed by each employee. Government agencies that have good and correct organizations supported by employees who carry out work in accordance with their main duties and functions will most likely not experience obstacles in carrying out their duties effectively (preferably or as much as possible). Human Resource Empowerment is an activity carried out to improve the ability of employees. Empowerment of Human Resources can be done through education and training both on the job site and off the job site, transfer or by way of promotion. This can be done with or without looking at the organizational structure. Willingness, motivation, and ability possessed by employees can be developed for the benefit of a government agency which is certainly related to the performance of apparatus employees in carrying out the duties, principals, and functions assigned to them

### A. INTRODUCTION

Service employees as human resources theoretically have three important roles, namely as the development of the organization's mission, as organizational leaders, and as workers in each of these roles, everyone must be aware of where they should stand and what they should do.<sup>1</sup>

Human Resources (HR) is an influencing factor in an organization. Whatever the form and purpose, the organization is made based on various visions and missions for the benefit of humans and in carrying out its mission it is managed and managed by humans in order to achieve the predetermined goals.

Human resource management is a process of dealing with various problems in the scope of employees, employees, laborers, managers and

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1 Syamsuddin, Maidun, Juharni J.paradigma, Studi Dinas Perhubungan Kota Bandung Dzulfadhli, Vol. 1, No. 1, December 2018; Arif Efendi, Peran Strategis Lembaga Pendidikan Berbasis Islam di Indonesia, *El-Tabarwi Jurnal Pendidikan Islam*, Vol. 1, No. 1, 2008

other workers to be able to support the activities of the organization or company in order to achieve predetermined goals.

Empowerment aims to remove as many barriers as possible in order to free organizations and the people who work within them, releasing them from the barriers that only slow down their reactions and hinder their actions. Empowerment of human resources is an activity or activities carried out so that human resources within the organization can be used objectively to achieve organizational goals, especially those related to employee performance.

Employee performance has a close relationship with productivity issues and Human Resources is an indicator in determining how successful or not an employee's performance is. Each individual must have a different character, therefore they have different performances according to the level of assessment that applies within the organization. Performance standards are a benchmark in conducting employee performance assessments whether the employee is working in accordance with the work assigned, and to hold accountability for what has been done.<sup>2</sup>

The performance of employees in transportation organizations engaged in public services requires employees with good work professionalism because employee performance will receive a direct assessment from the community itself. Because low employee performance will have an impact on the quality of public services of a public transportation agency that is not in accordance with community expectations<sup>3</sup>.

Based on the above, it is necessary to prepare a Strategic Plan (RENSTRA) document for the Department of Transportation for the next 5 (five) years by taking into account internal and external factors.

The preparation of RENSTRA requires good performance if poor performance will have an impact on less than optimal results, especially in government organizations that are directly related to the community. For example, the Department of Transportation, which in its vision and mission provides good transportation services to the community.

## **B. RESEARCH METHODS**

The method used in this research is quantitative method, quantitative method is this research departs from data, utilizes existing theory as explanatory material and ends with a theory.

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2 Prabasini, O. S., Legal Protection for Children in Conflict with the Law: Process and Problems. *The Indonesian Journal of International Clinical Legal Education*, Vol. 3, No. 3, 2021, page.381-398

3 Fathur Rohman, Pendidikan Spiritual Berbasis Tarekat bagi Pecandu Narkoba (Studi Kasus di Pondok *Pesantren* As-Stressiyah Darul Ubudiyah Sejati Sejomulyo Juwana Pati), *Jurnal Pendidikan Agama Islam (Journal of Islamic Education Studies)*, Vol. 5, No. 2, 2017;

## C. RESULTS AND DISCUSSION

### 1. The Role of Employees in Human Resources

Employees are the main element of Human Resources (HR) who have a role that determines the success of governance and development. To be able to form a good government apparatus figure, in order to improve employee performance, one of the efforts made is through the implementation of education and training (training). Education and training is a must for a bureaucratic organization and is part of human resource development efforts as well as a solution to solving problems that occur in an organization.

Education and training in government agencies, contained in Government Regulation Number 101 of 2000 concerning education and training for civil servants (PNS), which is carried out to achieve the technical competence requirements needed to carry out the duties of civil servants, aims to increase knowledge, expertise, skills, and attitudes to be able to carry out professional duties based on the personality and ethics of civil servants in accordance with the needs of the agency. Employees of the Department of Transportation, of course, need training in carrying out the tasks entrusted to them and also to equalize perceptions of regulations or policies related to their respective workloads, so that they are expected to carry out their duties no longer encounter problems or obstacles that arise<sup>4</sup>.

- a. From the results of initial observations made by researchers, although training efforts have been carried out, these have not provided maximum results as expected, because many employees think that after attending training, it does not always have an impact on their positions and risks in their organizational environment. . This is due to the lack of equity in participating in the education and training carried out, one of the obstacles is the lack of budget, the training materials held are not in accordance with their field of work, so that to carry out their work, employees find it difficult to implement the results of the education and training they get. In addition to employee education and training, to be able to achieve the successful achievement of organizational goals,
- b. The target of apparatus development within the Pangkep Regency Transportation Service is to improve quality and efficiency in the entire government administration order. Increased discipline, dedication, capacity building, exemplary and welfare of the apparatus will naturally affect the implementation of government tasks, development, and community development that are running for the better. According to Siagian (2010: 164) To realize such an order, it is

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4 Imam Syafe'I, Pondok *Pesantren*: Lembaga Pendidikan Pembentukan Karakter, *Al-Tadzkiyyah: Jurnal Pendidikan Islam*, Vol. 8, No. 1, 2017; Muhammad Helmy Hakim, Pergeseran Orientasi Penelitian Hukum: Dari Doktrinal Ke Sosio-Legal, *Syariah Jurnal Hukum dan Pemikiran*, Vol. 16, No. 2, December 2016; Nilna Azizatus Shofiyyah, Haidir Ali, Nurhayati Sastraatmadja, Model Pondok *Pesantren* di Era Milenial, *Belajea: Jurnal Pendidikan Islam*, Vol. 4, No. 1, 2019;

necessary to strengthen the system of coaching and development of employees based on work performance and mental attitude stability which is carried out in a planned manner through education and training, assignments, guidance and consultation, motivation development, increasing service discipline. healthy and supported by a good information system

- c. Employee development is one of the tasks of human resource management as in general that the goals of every organization, both public and private organizations, will be achieved properly if employees can carry out their duties effectively and efficiently. Employee development is a process in which an employee wants an increase in his work, including an increase in position, authority, and responsibility. The purpose of this study was to determine and analyze employee planning at the Department of Transportation to determine and analyze the coordination of employees at the Department of Transportation.

In the following, the researcher will present the definition of Human Resource Empowerment according to Cook and Macaulay which is translated by Wibowo (2007:112) defines empowerment as follows:

“Human Resource Empowerment is a change in management philosophy that can help create an environment in which each individual can use their abilities and energy to achieve organizational goals. An employee has the authority and initiative to do something that is deemed necessary, far beyond his daily duties<sup>5</sup>.

Human Resource Empowerment can achieve the expected goals, so its implementation needs to be based on several indicators of Human Resource empowerment proposed by Stewart which is translated by Harjana (2006:112) as follows:<sup>6</sup>

- a. Develop a shared vision, that if the organization is in accordance with the initial vision that is owned so that employees will know what the organization wants to achieve as a whole.
- b. Educate, that employees need to get education and training this will make it easier to make good decisions.
- c. Getting rid of obstacles, that leaders are required to eliminate obstacles in giving power, so that it will facilitate orders to employees.
- d. Disclosing, that the leadership must be open and honest in expressing any doubts.

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5 Kajung Hong, Nicholas M. Morelli, Jackelyne Garcia, Jacqueline B. Duong, Meghan C. Evans, Alan J. Litrownik, Miguel T. Villodas, Trajectories of adolescent psychopathology among youth who were maltreated and placed in out-of-home care, *Child Abuse & Neglect, Science Direct*, Vol. 128, 2022

6 Wijakusumariasih, Ni Putu Ika. Legal Protection For Children Againts Sexual Exploitation and Abuse of Children Online. *Jurnal Magister Hukum Udayana (Udayana Master Law Journal)*, Vol. 8, No. 1, page. 1-12, may 2019.

- e. Encouraging, that the leadership must always motivate employees in their work.
- f. Complementing, that the leadership needs to ensure that employees have the time, financial resources, facilities needed to carry out their work.
- g. Assess, that the leadership must conduct a work assessment of the employees.
- h. It is hoped that the empowering leadership will surely realize if there is an error or difficulty, therefore the empowerment program must be managed as well as possible.

Based on the above opinion, it is known that human resource empowerment is a process where a person becomes strong enough to participate in sharing control and influencing events and institutions that affect his life. A person will have sufficient skills, knowledge, and power to influence his life and the lives of others he cares about.

An organization, both private and government, in its efforts to achieve its goals, strives for every employee to have high morale, because with high morale it is expected that employee performance will increase. The understanding of employee performance put forward by Anwar Prabu Mangkunegara (2000:67) which states that: "Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given". The opinion of Bernandin & Russell quoted by Faustino Cardoso Gomes (1999:135) regarding the notion of performance or performance is as follows: "Performance is a record of outcomes resulting from the function of a particular job or activity during a certain period of time". Employee performance according to Smith in Sedarmayanti reveals that: "Performance is output drive from processes, human, or otherwise. So performance is the result or output of a process. The above opinion reveals that performance is the result obtained from a process of activity (work) within a predetermined time<sup>7</sup>.

According to Bernandin & Russell quoted by Faustino C Gomes as follows: Achieving the performance of an employee in an organization is very important role for the continuity of the organization. Each employee is expected to be able to achieve good performance by completing the assigned tasks with good quality and quantity results. This is certainly important in improving employee performance in carrying out duties and responsibilities for the continuity of the organization in achieving existing goals and objectives. According to Mitchell in Sedarmayanti revealing aspects of performance in an organization, namely:

- a. Quality of work

Quality consists of a number of features of work that fulfill the desires and responsibilities that are part of the goals of the

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7 Ibid.

organization and thus provide satisfaction for the use of the work. Quality consists of everything that is free from flaws or defects.

b. Punctuality (Promptness)

Relates to whether or not the completion time of the work with the planned target time. Every work is endeavored to be completed according to the plan so as not to interfere with other work.

c. Initiative

Enthusiasm to carry out new tasks and have the freedom to take the initiative so that employees are active in completing their work.

d. Capabilities

Every employee must really know the field of work they are engaged in, know the direction the organization is taking, so that if it becomes a decision, they do not hesitate to carry it out according to the plan in achieving organizational goals.

e. Communication

A leader in making decisions first gives his subordinates the opportunity to express their suggestions and opinions.

## 2. Effectiveness of Employee Planning

Good employee planning is expected to improve the function of the organization as a service provider to the community. The availability of employees in accordance with the needs of the organization, is expected to have an impact on the acceleration of service delivery to the community. The effectiveness of employee planning at the Department of Transportation consists of: HR requests and HR supply. Based on the results of the interview, it was found that: the fulfillment of HR needs at the Department of Transportation is supported by the supply of HR from the Regional Secretary, in this case, if the Department of Transportation experiences a shortage of human resources, then the general section will apply for additional employees, which can be in the form of employee transfers from other agencies according to their needs and abilities required by the service or the appointment of honorary staff as well as contracts and requests for HR at the Department of Transportation in accordance with the needs of the organization<sup>8</sup>.

In the face of increasingly fierce business competition along with the increasing progress of science and technology today, Human Resources (HR) is an irreplaceable asset of the organization/company. Technological sophistication and progress will be meaningless if there is no human element in it as the implementer / actor in operating the technology. Technological developments that occur today still need human resources who are able to apply these technologies into organizational practice. What kind of human resources quality and in what quantity an organization/company must recruit and employ them, it is necessary to have a good and reliable HR planning system.

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8 Dakir, *Perencanaan dan Pengembangan Kurikulum*, Reineka Cipta, Jakarta, 2010, page. 84.

HR planning is an effort to project how many employees and what kind of organization the organization will need in the future. All organizations/companies must determine their future with various plans that are relevant to the demands of the times. In an era like today, the future is very difficult to predict because the changes that occur are very fast and massive. In a competitive business environment, the life of a business organization is required to keep moving with the flow of changes that are very fast and massive. The rapid flow of change brings logical consequences for the company to always anticipate and must be able to adapt to the changes that occur. In this context, HR planning will become more important for companies because of globalization, new technologies, and the process of organizational restructuring always overshadows organizational life. Organizations that are not supported by appropriate employees/employees both in terms of quantity, quality, strategy, and good operations, it is certain that the organization will find it difficult to maintain and develop its existence in the future.

In order for the implementation of HR planning to be successful, there are at least four aspects of HR planning that must be considered/done, namely:

- a. what is the projected number of employees needed (forecasting of employees),
- b. identify the available human resources in the organization (human resource audit),
- c. perform a supply and demand balance analysis (demand and supply analysis),
- d. run an action program.
- e. Appointment and placement of employees who are not in accordance with the needs will lead to waste (inefficiency and ineffectiveness) here and there. The performance of an organization is very dependent on the human resources in it as the driving force of the organization which is an internal factor that directly affects the strategic environment of the organization.
- f. During the last three years, namely in 2015-2017, employees who were transferred to the Department of Transportation were more dominant than female employees, which were 7 people. Whereas civil servants who were transferred within the last three years, namely 2015-2017, more emphasis was placed on employees of class III, namely 5 people compared to employees of class IV as many as 2 people. This shows that civil servants at the Transportation Service who are transferred are prioritized over employees with lower ranks. This shows that the employees within the Pangkep Regency Transportation Service are sufficient to meet the requirements, both in terms of work performance, competence and rank to be promoted.

### **3. Effectiveness of Employee Coordination**

To get a good performance of the government bureaucracy, good cooperation is needed, complementing the weaknesses of each employee

so that it will create a good harmony and strength in creating optimal performance of bureaucratic services to the public. So based on the results of interviews, document review and surveys that have been carried out above, it can be concluded that: coordination of employees at the Pangkep Regency Transportation Service can be categorized as good although there are still some shortcomings in coordination<sup>9</sup>.

That employees have high work effectiveness seen from the cooperation that has been established as co-workers who need each other. Work performance is seen from the results of work that are in line with expectations and the same mistakes rarely occur. Responsibilities can be seen with employees carrying out tasks according to their principal and functions and the division of work seen from the head of the agency is evenly distributed and pays attention to the ability of his subordinates in giving tasks so that the implementation does not there are obstacles. High motivation can be seen from employees working sincerely even though there is no reward. The quality of human resources can be seen by skilled employees in using computers, and it is a must for them because in their daily work they use computers such as typing. Assessment of work performance can be seen from superiors who have provided feedback and direct assessment by reprimanding subordinates and providing input and exchanging opinions. Employee discipline is good but there are still some employees who do not have the awareness to comply with the rules, for example, office hours and work hours. In the development of human resources there is no special training to improve the quality of employees and to develop their potential.

#### **4. Effectiveness of Employee Supervision**

Supervision is one of the functions of management and is an activity carried out by the leader to find out whether the activities under his responsibility are in a state that is in accordance with the plan or not. If it is not in accordance with the plan, it is necessary to take certain actions to deal with it. If it is in accordance with the plan, it is necessary to pay attention to improving the quality of results in achieving organizational goals.

To be able to feel the benefits by the agency/organization, the supervisory system needs to be prepared or prepared in advance so that it is in accordance with the situation and conditions of the employees and the agency/organization. Thus the benefits of supervision will be felt by all employees and agencies/organizations in general. One of the benefits that can be obtained with supervision is knowing the level of employee performance from employees. Which employees are disciplined and which employees are less disciplined? With supervision, employees will be monitored for all their work activities, whether they are in accordance

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9 Muhaimin, *Pengembangan Kurikulum Pendidikan Agama Islam di Sekolah, Madrasah dan Perguruan Tinggi*, PT Raja Grafindo Persada, Jakarta, 2005, page.10



with the plan or not, whether there are deviations/errors that occur, so that the goals of the agency/organization can be achieved.<sup>10</sup>

## 5. Concept of Curriculum Development

To ensure that the implementation of the curriculum can realize the achievement of educational goals that are relevant to the demands of stakeholders and the needs of students, the curriculum must be developed in a sustainable manner. Therefore, according to Dzakir, curriculum development is basically an effort to direct the existing curriculum to the expected educational goals due to positive influences from outside or from within educational institutions in the hope that students can face a better future curriculum development as an activity of preparation (design), implementation, assessment and refinement of curriculum Curriculum development can be carried out by following several approaches, including:

- a. Academic Subject Approach, which is an approach based on the systematization of each discipline that differs from one discipline to another.
- b. Humanistic approach, which is an approach based on the idea of humanizing humans. This curriculum approach is expected to create a context that will provide opportunities for humans to become more human/to enhance human dignity. In this model, the curriculum is developed based on the needs and interests of students, therefore, the purpose of the education program is to encourage students to develop their basic potential and instruments. The development process is carried out by involving students, for example in determining goals and selecting learning materials.
- c. Technological approach, which departs from the analysis of the competencies needed to carry out certain tasks. For this reason, the material taught, the criteria for evaluating success and the learning strategy are determined according to the analysis of the task.
- d. The social reconstruction approach in preparing the curriculum starts from the problems faced by the community and then by playing science and technology and working cooperatively and collaboratively to find solutions to the formation of a better society.

The Output-Based Education (PBL) approach in preparing the curriculum is cross-sectoral. This illustrates the integration of the contextual PBL curriculum, both in terms of learning and aspects of phenomena studied by students. One of the characteristics of the PBL curriculum is the existence of a professional aspect that has been introduced from the start to the professional problems that will later be undertaken.

The steps for curriculum development can use the following models:

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10 Mujamil Qomar, *Manajemen Pendidikan Islam; Strategi Baru Pengelolaan Pendidikan Islam*, Erlangga, Jakarta, 2007, page.142.

- a. Administrative model or line of staff or top down model. The steps are: 1) the supervisor forms an authorized team, 2) the team plans the concept of the formulation of general goals and the philosophy to be followed, 3) several working groups are formed whose members are curriculum specialists and teaching staff who are tasked with formulating specific objectives, GBPP and learning activities. , 4) revision, 5) implementation.
- b. The model from the bottom or grass-roots, the steps are: 1) teaching staff find an idea, 2) arrange a team consisting of teachers from other institutions, resource persons, parents or the community, 3) superiors provide guidance and encouragement, 4) carry out workshops to seek the necessary inputs.
- c. Demonstration model, the steps are: 1) teaching staff find development ideas that are considered good, 2) the results are disseminated.
- d. The Beaucham model, the steps are: 1) developing developments carried out in the classroom to be expanded at the level of their own institutions and other institutions both at regional and national levels, 2) appointing a development team to develop curriculum components, 3) implementation and 4) evaluation.
- e. Hilda Taba's reverse model, the steps are: 1) diagnosing needs, formulating goals, determining materials, assessing, paying attention to the breadth of the material and then compiling a curriculum unit, 2) conducting a tryout, 3) conducting a revision on the basis of a try out. 4) develop a theoretical framework, 5) suggest a new curriculum that will be disseminated.
- f. Rogers' interpersonal relationship model, the steps are: 1) holding group discussions to obtain interpersonal relationships, 2) group participants exchange experiences under the leadership of the teaching staff, 3) hold meetings with the wider community to establish more perfect interpersonal relationships between teachers with teachers, students with students in a familiar atmosphere, 4) holding meetings with various components of education to facilitate solving various educational problems.

A systematic action research model, the steps are: 1) it is felt that there is a problem in the teaching and learning process in schools that needs to be researched, 2) looking for the causes of the problem and at the same time looking for a solution. Then determine what decisions need to be taken in connection with the existing problem, 3) carry out the decisions taken

Among the important points contained in these curriculum development models, especially in the Administrative model, Grass-roots or Beaucham model, for curriculum development that is relevant to the demands of stakeholders and the needs of students, is the inclusion of stakeholders/community in the preparation of the education curriculum.

In addition to the models above, a simple curriculum development process can be carried out through 3 stages, namely: planning,

implementation and evaluation. Planning is carried out by accommodating the ideas that will be poured and developed in the program. The idea itself can come from the vision, the needs of stakeholders, the results of the previous curriculum evaluation with the demands of the development of science and technology and the times, the views of experts with various backgrounds, as well as with the tendency of the era of globalization which demands someone who has an ethos of lifelong learning, social literacy, economics, politics, culture and technology.

At the implementation stage, the ideas above are then mixed in such a way as to be developed in the curriculum as a document that is socialized for its implementation in the form of lesson plans, teaching and learning processes and evaluations, to determine their effectiveness and efficiency. The evaluation is carried out to obtain feedback that will be used in the next curriculum improvement.

Curriculum approach models and their development processes, of course, contain limitations. For this reason, certain strategies are needed so that the curriculum to be implemented is relevant to the labor market share. With these efforts, it is hoped that graduates can be easily absorbed in the world of work which is an indicator that the knowledge possessed by graduates is knowledge that is useful and utilized.

## **6. Curriculum Development Strategy Relevant to the Job Market Share**

If the idea that useful knowledge is knowledge that is used as recommended in this paper is accepted, then the logical consequence is that the absorption of graduates into the labor market is not only the personal responsibility of graduates but also the responsibility of educators, education managers and also stakeholders. As for realizing these responsibilities optimally, the Education Manager must be able to develop a more effective management system, both in the context of student management, institutional management and curriculum management.

In the context of student management, education managers must be able to implement a more comprehensive student management, not only in the process of accepting new students and the learning process, but also in the process of preparing for further studies or work. For this reason, in its planning, educational institutions must from the beginning have a program that prepares students so that after graduation they are easily absorbed in the labor market share. The program has been prepared before students enter a new educational institution and will be followed up in a real, clear and provable curriculum or educational program.<sup>11</sup>

Such a student management system is indeed somewhat less common, even so it seems as if the responsibility of educators and or

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11 Ibid

education administrators is only to provide quality educational programs and services. As for the fate of students after completing their education process, it seems as if it is not the responsibility of educators and/or education managers, especially stakeholders, they are completely free from responsibility for the fate of graduates after they finish their education process.

The fact that the liberation of responsibility for graduates after they finish their education process is actually an inappropriate tradition because according to Mujamil Qomar, student management basically consists of 3 stages, namely: the screening stage, the processing stage and the distribution stage.

In line with the thoughts of Mujamil Qomar above, it is necessary to reiterate that the responsibility of the Education Manager is not only to provide quality educational programs and services, but also to help seek the absorption and distribution of students into the workforce. To be able to realize this, in institutional management there are 2 things that can be done by educational institutions, namely 1) creating the widest possible job opportunities for students by building companies or work agencies that are in accordance with the education of students, for example if higher education has an Agricultural Product Technology study program, then the University should also have a Food Processing Industry whose Managers and Employees come from graduates of the study program, then to sell their products,<sup>12</sup>.

Likewise, for example, universities have educational study programs, both Islamic and general education, so universities should also build schools/madrasas that can accommodate educators and education staff from graduates of the study program.

In order to develop optimally, both the Food Processing industry and the "market" selling its products, including educational institutions, both schools and madrasas, and others, must all be managed professionally and become mutually beneficial partners for study programs in the implementation of the *Tri Dharma Perguruan Tinggi*.

In the context of curriculum development, industry, markets, work agencies and others, it can then be used as an educational curriculum development laboratory, where existing theories will be studied, tested, applied, and developed through an effective research process.

Furthermore, what must be done by the Education Manager is to build a network of cooperation and official ties with companies and related agencies located outside the campus, then to strengthen this collaboration, at the time of graduation there are important ceremonial activities in universities, entrepreneurs and agency leaders. These candidates can be invited, so that the University Leaders can promote graduates and their achievements to them, so that entrepreneurs or related leaders can access graduates who want to work according to their respective expertise.

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## **D. CONCLUSION**

The effort to utilize the knowledge referred to in this paper is part of the responsibility of Education Managers and stakeholders in solving the problem of "intellectual unemployment" that arises because of the relevance of the curriculum to the demands of the labor market. As for the curriculum development strategy that is relevant to the job market share by implementing student management as a whole, not only in the process of accepting new students and the learning process alone,

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