

## THE URGENCY OF INCREASING HUMAN RESOURCES (HR) IN EDUCATION

**Ahmad Tanzeh**  
IAIN Tulungagung,  
aidadwiinizuka@gmail.com

**Abstract:** *The realization of good quality ideal human resources, have skills and be able to be highly competitive, become a successful development in education. To produce qualified human resources need an optimal empowerment. The progress of science and technology caused a new paradigm in the effort to achieve the success, namely the competition. The Increasing competition demands increased professional of work quality and work efficiency, so the competitiveness is more competitive. Globalization is able to change the nature of work to make professionalization in all areas of life. One of them gives the impact on the teaching profession. There are demands from the public for teachers to more professional in their work. This paper wants to explain about the urgency of increasing human (HR) in education. From this research found: (1) empowerment of human resources in education through; (a) improving the teachers education qualifications and education staff, (b) attending the education process and training, (c) taking courses, (d) improving reading culture, and (e) being active in the mail list; (2) the role of principals in improving the quality of education through; (a) as a leader, (b) as a manager.*

**Keywords:** *Urgency of Human Research Development, Education*

## **Introduction**

The quality of Human Resources (HR) is a very matter expected for our nation's development, human resources has a central position in realizing development performance, it places man in his function as a resource development. The quality of humans is programmed in such a way as to be appropriate with the demands of development or the demands of society.<sup>1</sup> Existence Indonesian nation amidst the current global era is influenced human resource capabilities, strengthening faith and piety against God almighty.<sup>2</sup>

Ernest argues about the importance of inner empowerment an organization he describes the process of various steps which include: (1) details of work must be done to achieve the goal; (2) dividing all workloads into the details of logical and fun for someone or group; (3) uniting work members of the organization in a logical and effective way; (4) control organization effectiveness and conduct adjustments to maintain and improve effectiveness.<sup>3</sup>

Educational program in an effort to improve the quality of human resources is important, because it involves problems in the institution government, community organizations and various activities in society. These problems are related to the quality of HR, both within intellectual ability and moral integrity in responsibility answer to society.

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<sup>1</sup> Moeljanto Tjokrowinoto, *Pembangunan Dilema dan Tantangan*, (Yogyakarta: Student Library, 1995), Page. 28.

<sup>2</sup> Jimmly Ash-Shidiqie (eds), *Sumber Daya Manusia untuk Indonesia Masa Depan*, (Bandung: Mizan, 1996), Page. 9.

<sup>3</sup> Wahjosumijo, *Kepemimpinan Kepala Sekolah Tinjauan Teoritik dan Permasalahannya*, (Jakarta: Raja Grafindo Persada, 2007), Page. 2.

Human resources, is one of the key factors towards prosperity. Creating human resources quality and have skills and are highly competitive, be demands for development towards prosperity. Economic globalization is a process of economic and trade activities bringing together market forces increasingly integrated for efficiency and increase its competitiveness.

Concrete efforts to realize human resources quality, it is necessary to have optimal empowerment. Empowerment in this case describes how it is Educational organizations are able to optimize resources humans in the field of education according to their abilities and its capacity, so that everyone in an institution or organization education has performance capabilities and opportunities quality, create and innovate.

Human resource management as one part of the overall management of the organization will obviously have an effect on other management fields. Basically all organizations in its movement because there are activities and HR performance in it. Therefore, it appears that HR management is very important in an organization especially educational institutions (schools)<sup>4</sup>

Demands for improving the quality of education at basically the implications for the need for schools, which have HR quality / perform optimally. This has an effect on the need to develop HR in accordance with it qualifications and competencies, as well as the demands of the external environment more competitive. In addition, HR development demands quality HR is increasing in terms of creative and innovative

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<sup>4</sup> Uhar Suharsaputra. " *Manajemen SDM Pendidikan* ". <https://uharsputra.wordpress.com/pendidikan/manelola-sdm-pendidikan/> accessed January 23, 2018)

attitudes and ready in the face of intense competition.<sup>5</sup> The dynamics of community development run fast along with the development of science and technology that demands various parties to adapt to changes that occur. The progress of science and technology has been raises a new paradigm of competition in reaching success. Increasing competition is increasingly demanding professional work quality improvement and work efficiency, so that competitiveness ability is more competitive. Globalization is able to change the nature of work makes professionalization in all areas of life. One of them has an impact on the teaching profession. There are demands from community so that teachers are more professional.

## **Methode**

Based on the place and source of data used, then this research is called library research. Research library is argumentative disclosure from data sources in the form of literature review. This type of research can also be called kind of literary research.

The data sources in this study are related books with the theory or concept of empowering human resources, education leadership and school quality improvement. As for other sources in the form of research results, results of discussions, seminars, and so. The library materials are then discussed and analyzed critically and deeply in order to support the proposition and ideas.<sup>6</sup>

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<sup>5</sup> *Ibid*

<sup>6</sup> Tim Penyusun Universitas Negeri Malang (UM), *Pedoman Penulisan Karya Ilmiah*, (Malang, 2000), Page. 20.

To collect data in this research method is used documentation, which is looking for data on relevant matters or theories with the formulation of the problem, namely the concept of empowering resources human beings in the field of quality education, and concepts educational leadership in improving school quality in the form of notes, books, research reports, scientific articles, journals and others so. After the data has been collected, analysis is then carried out. The analytical method used is content analysis. Content the analysis or content review according to Moleong is a useful analytical technique utilizing documents on their contents.<sup>7</sup>

In addition to using studies content, the author also uses the method of discussion with the method deductive and inductive. The deductive method is intended to be discussed in more detail first explained about theories that are relevant to the concept empowering human resources in the education sector quality and the concept of educational leadership in improvement school quality, then elaborates on various problems. The inductive method is intended to describe the discussion with first explain various problems that are relevant to the concept of empowering human resources in the field quality education and the concept of educational leadership in improving the quality of schools which subsequently draws conclusions.

## **Results and Discussion**

The Concept of Quality Human Resources Empowerment in the Field of Education There are several methods of empowering Resources

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<sup>7</sup> J. Lexy Moleong, *Metodologi Penelitian Kualitatif*, (Bandung: Remaja Rosda Karya, 1989), Page. 63.

Human (HR) that can be implemented in the field of education, as following:

**a. Increased teacher education and staff qualifications education**

Increasing educational qualifications will be profitable both for individuals and institutions. Individual benefits obtained for the teacher is the increase in points for interest certification, increase in teacher position and rank. For energy education, increasing qualifications will also help expedite promotion and rank. Institutionally, improvement of educational qualifications besides means improvement conformity of HR criteria also means an increase in HR competencies which is needed for the quality of the process and work results expected.<sup>8</sup>

**b. Education and Training (Diklat)**

Diklat is generally held by institutions or organization that has a coaching task. Different from formal education, education and training is flexible in terms of time. Diklat can be held with material according to needs or desire. Almost all functions of education in schools can be training, such as: management, leadership, strategy / process teaching and learning, administration, and so on. Training resource can be chosen from academics, technicians and practitioners so education and training can be theoretical, technical or practical.<sup>9</sup>

Because of the flexibility of training in almost all aspects, Training is often used as a way out to overcome quality problems HR.

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<sup>8</sup> M. Alvi. "How to Increase Human Resources in the Education World". <http://www.alvi.blogspot.co.id/2010/01/cara-meningkat-sdm-yg-iliki-di.html> (accessed 22 January 2018)

<sup>9</sup> Cahyotomo, Anom. Development of Competencies in Educational Human Resources. <https://anomsblg.wordpress.com/profesi-kependidikan/pengembangan-competence-sdm-kependidikan/> (accessed 23 January 2018)

Notes that need to be revealed so that training can be truly being the solution to the HR quality problem is that of implementation Training should be suitable for the purpose. Training is not uncommon used as 'project' which is economically beneficial for the people organizer.<sup>10</sup>

#### **c. Increased Reading Culture**

Reading is still considered a very learning method effective. Material and reading time can be adjusted accordingly needs of interested individuals. The problem is still low reading interest and limited reading material. To minimize things this, education leaders should be constantly motivating subordinates to improve their reading habits.<sup>11</sup> Provision of reading according to needs is a very necessary thing. Problems with printed reading material relatively expensive can be replaced with reading sources from CD and Internet. Provision of ICT facilities and the introduction of ways to find materials Electronic reading must be done by schools.<sup>12</sup>

#### **d. Active in Mail list**

Mail list is a group of e-mails that are usually followed by groups of people in certain interests. Via the mail list, a lot of information that can be obtained can even be spread widely in an effort to find solutions to educational problems. If want to make your own mail-list, the facilitator needs to be firm in filter information flow,

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<sup>10</sup> *Strategies for developing Hindu HR through the Learning Path.*  
<http://www.hindubanten.com/2013/10/cara-meningkat-sdm-yg-berada-di.html>  
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<sup>11</sup> Cahyotomo, Anom. Development of Competencies in Educational Human Resources. <https://anomsblg.wordpress.com/profesi-kependidikan/pengembangan-competence-sdm-kependidikan/> / (accessed 23 January 2018)

<sup>12</sup> *Ibid*

which is feasible to upload. Besides that, the activeness of each member is also needed in sharing information, problems and solutions.<sup>13</sup>

### **Underlying Theory of Enhancing Human Resources**

Basic human abilities are known as resources human or abbreviated as HR. Human Resources (HR) conceptually view humans as a physical entity and spiritual. Therefore, the quality of human resources owned by a nation can be seen as synergistic between the spiritual and physical qualities that are owned by individuals from the citizens of the nation concerned.<sup>14</sup>

According to Emil Salim, physical and spiritual qualities are referred to as physical and non-physical qualities. Its form is in the form of physical quality manifested by posture, strength, endurance, health, and physical freshness. From the point of view of educational science, non physical quality humans cover the domain (domain) of cognitive, affective, and psychomotor. The quality of the cognitive domain is described by the level of individual intelligence, while the quality of the affective domain is illustrated by the level of faith, wisdom character, personality integrity, and other independence characteristics. Meanwhile, the quality of the psychomotor domain is reflected by the level skills, productivity, and skills to utilize opportunities innovate.<sup>15</sup>

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<sup>13</sup> *Ibid*

<sup>14</sup> Seksi Bimas Islam. "Konsep Sumber Daya Manusia ". [https://bimasislamjksel.wordpress.com/2013/03/20/konsep-sumber-daya-manusia /](https://bimasislamjksel.wordpress.com/2013/03/20/konsep-sumber-daya-manusia/) (accessed January 23, 2018).

<sup>15</sup> Anggan Suhandana, *Pendidikan Nasional Sebagai Instrumen Pengembangan SDM*, (Bandung: Mizan, 1997), Cet. III, 151



Yusuf Suit said that what is meant by source human power is the power of thinking and human work still stored in him that needs to be nurtured and explored as well developed to be utilized as well as possible for welfare human life.<sup>16</sup>

Based on the explanation above, it can be concluded that HR is power or strength / ability possessed by someone in the form of thought power, creativity, intention and works that are still stored as potential energy to be a useful force if done development appropriately.

The era of globalization is characterized by transparency in all fields life, has demanded qualified, knowledgeable human resources and skills with certain values balanced. As for values such as; professionalism, competitive, effective and efficient in governance work, so the function of education is not just an agent of knowledge but must be able to accommodate experience, globalization skills and values in one educational package.<sup>17</sup> Therefore, educational orientation must be related and commensurate with links and match between people's needs and various needs, especially industrial world and business world.

Nanang Fattah said that HR consisted of two dimensions, namely qualitative dimensions and quantitative dimensions. Dimension qualitative includes all the potential contained in humans, namely in the form of thoughts (ideas), knowledge, attitudes, and skills for carry out productive work while the quantitative dimension consists of achievements that enter the workforce in the amount of time learn. If

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<sup>16</sup> Yusuf Suit, *Sikap Mental dalam Manajemen SDM*, (Jakarta: Ghalia Indonesia, 1996), Cet. I, p. 35

<sup>17</sup> Zainal Arifin, *Nuansa Teosentris Humanistik Pendidikan Islam; Signifikansi Pemikiran Hasan Langgulung dalam Konstalasi Reformasi Pendidikan Islam*, (STAIN Cirebon: Islamic Education Scientific Journal), Series VIII / Th. 5th / 98/76

spending to improve the quality of HR is improved, the productivity value of the HR will produce a return value (rate positive return).<sup>18</sup>

## **1. The concept of the role of the Principal as leader and manager in Education Quality Improvement**

### **a. Principal as a Leader in Improving Quality Education**

Principal's professional competence as a leader has an important role in educational institutions he leads, because this is directly related to the problem leadership that must be done by him. Efforts to improve the quality of education of the principal needs to carry out his role as a leader who is very committed to instilling discipline, empowering teachers optimally, empower Subject Teacher Consultation, establish cooperation with the community, and instill culturema conducive and clean work climate.

#### **1) Discipline in Carrying Out Tasks**

The principal must instill a good discipline to himself and to all school members. For example mby coming to school earlier than the teachers, if he does not enter because of outside service or interests others, always notify the teacher via cellphone, and or always communicating with picket teachers. Conversely, if there are teachers who don't enter, whether it's permission or not, chief the school always knows it, because it always monitors well directly or indirectly. Departing the problem at above it can be concluded, that discipline is one

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<sup>18</sup> Nanang Fattah, *Ekonomi dan Pembiayaan Pendidikan*, (Bandung: Remaja Rosda Karya, 2000), Page. 6.

way to succeed. As Mulyasa said, that the low productivity of education staff in schools both in improving school rules and regulations, as well as in doing his work very closely with problems discipline. Therefore, to foster competence Professional Principals in improving quality education, an increase in discipline is needed for creating a more conducive, motivating school climate work, as well as creating a work culture and a culture of labor discipline education (teacher) in carrying out their duties.

To realize the discipline of the school must make rules that must be adhered to by all school members. Rules This includes the orderly procedure for entering and returning to school, attendance at school and in class, as well as the learning process ongoing, and other rules. Along with increased discipline, is expected to increase effectiveness hours of study according to the time set, and improve the learning climate that is more conducive to increase teacher professionalism in achieving goals optimal learning<sup>19</sup>

In this regard, the Principal as leaders, are required to run capable leadership creating high teacher discipline and discipline. The high morale of the teacher's work and discipline is intended tom support the realization of the objectives of the school organization. Spell argues, that leadership is a process (actions) that affect the activities of the organization groups in an effort to achieve goals. Order group

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<sup>19</sup> E Mulyasa, *Menjadi Kepala Sekolah Profesional, dalam Konteks Menyukkseskan MBS dan KBK*, (Bandung: Remaja Rosda karya, 2005)

members want to work with full responsibility, then some one leaders must have abilities and strengths, namely: (a) ability and strength in thinking to control the organization or working group he leads, (b) excess in personality, that is with regard to passion, tenacity, courage, wisdom and fairness, honesty, trust in self, suave, stable in emotions, humble, discipline, and (c) advantages in knowledge, especially in matters formulating policies, knowing and understanding behavior and

the level of teacher job satisfaction, or the subordinates they lead<sup>20</sup>

## 2) Optimal Empowering Teachers

In connection with empowering teachers, principals as leaders empower teachers optimally, between others by emphasizing the teacher to be inside carrying out the learning task must be serious, professionals, can create active, creative learning effective and. Because of learning the fun will attract attention to students, which eventually will greatly affect the success of the learning process teach. This PAKEM learning model is one the desired learning model in implementation curriculum. In general, the purpose of implementing this PAKEM model is a learning process carried out in a class that can Learning activities and student learning creativity, as well as carried out effectively and pleasantly. Model This learning is an alternative solution for Creating quality, competitive and successful results superior.

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<sup>20</sup> W. Mantja, *Manajemen Pendidikan dan Supervisi Pengajaran*, (Malang: Wineka Media, 2005)

With regard to the learning process, the teacher is one component of learning that cannot be ignored, 2013 curriculum in school / madrasa. The teacher is one of the developers the curriculum that will translate, describe, and transforming the stated values of transfer in the curriculum. Discussing this context of the teacher is not only required to be able to transfer knowledge, published also must be able to create an inseparable learning process, Students need to be able to reach Expected competency, namely having provision life knowledge and skills.

Besides that the principal forms a container communication between teachers in the form of Subject Teacher Deliberations. Burhanudin<sup>21</sup> said that the Subject Teacher Consultation or Teacher Working Group as a place to discuss problems related to professional ability, namely in terms of planning, implement and assess student progress. Subject Teacher Meeting Activities or this Teacher Working Group, the teacher can discuss, experience and ideas originating from the teachers themselves. All problems concerning teaching improvement efforts can be discussed and solved through this forum. Activities discussed in this forum, among others: (1) Preparation of Semester Programs, and Daily Preparation, (2) planning challenging Teaching and Learning Activities, (3) make and use lesson aids, (4)

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<sup>21</sup> Burhanuddin. *Analisis Administrasi, Manajemen dan Kepemimpinan Pendidikan*, (Jakarta: Penerbit Bumi Aksara, 1994)

utilization learning resources, (5), assessment of the results of children's progress, (6), classroom management, and (7) use of the surrounding environment as a learning resource, and other activities related to Learning Activities. This is very important for the teacher as executor of learning, besides he must master the material learning, they are required to have complete equipment learning, so that the teacher in delivering the material lessons are expected not to deviate from competency standards or basic competencies that have been arranged in the device learning, so that learning objectives are expected can be achieved optimally.

### 3) Empowering School and Community Committees

In order to empower the school committee the principal must establish cooperation with the community, among others, by involving parents and school committees in making school programs, in addition to attracting sympathy community and at the same time to introduce students to society. Other forms of cooperation, to provide provisions knowledge to students about the Hajj, school invite community leaders to provide material (the practice of Hajj rituals). This activity can be carried out simultaneously with sacrificial animal slaughter activities on the feast of Eid al-Adha.

Collaborating with the community is a matter very important in improving the quality of education (school), as expressed by Mulyasa, that society is a school partner in implementing education and learning, because school is an integral part of society. Cooperation between the two is very

important for increase involvement, concern, ownership, and operational support, both moral and financial<sup>22</sup>. More Mulyasa further said the purpose of the school relationship with the community, among others: (1) to develop understanding about the aims and suggestions of the school, (2) for

assess school programs, (3) to unite parents students and teachers in meeting children's needs students, (4) to develop awareness of its importance school education in the development era, (5) to build and maintain public trust in schools, (6) to notify the public about school work, and (7) to mobilize support and assistance for maintenance and improvement of school programs.<sup>23</sup> The relationship between the school and the community is very large the benefits and means for the benefit of fostering support moral, material, and community use as sources learn. The relationship between the school and the community is a means which is very instrumental in fostering and developing personal growth of students at school. In this case school as a social system is an integral part of larger social system, namely society. School and the community has a close relationship in achieving goals school or education effectively and efficiently. On the contrary the school must also support the achievement of goals or fulfillment community needs especially educational needs. By therefore, the school is obliged to provide information about goals, programs, needs, and circumstances society. Once the

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<sup>22</sup> Mulyasa, *Menjadi .....*

<sup>23</sup> *Ibid.*

opposite the school must also know clearly what the needs, expectations, and demands of the community, especially for schools.<sup>24</sup> Thus between school and the community must be fostered and developed a relationship harmonious, so that the quality of education can be achieved with optimal.

**b. Principal as Manager in Improving Quality of Education.**

The principal as a manager has an important role in the educational institution he leads, because of this directly related to how to move subordinates (teachers, non-educational staff, and school staff) that must be done by the principal as a manager. Headmaster inside doing his role as a manager, among others by formulate or compile a planned work program, intensify school meetings, streamline monitoring books students, dare to make policies that are risky, streamline picket teachers, and send teachers to follow, workshops, upgrading or education and training.

**1) Planned Work Program.**

The principal is required to plan the program can be carried out effectively and efficiently. Well headmaster programs and programs for each deputy head school. Each deputy head of the secretariat must make it work program in accordance with their respective fields of work. Program for vice-principal in the curriculum field, for example; describe the education calendar, Student Guidance achievers, carrying out Try Out lessons in National Examination. Student Program, for example; management board of Intra-School

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<sup>24</sup> *Ibid*



Student Organizations, scouting, class meetings and the others. Infrastructure program for example; organizing tools learning tools, furnishings and others. Public relations program for example; field trip, Institute written guidance of the holly qur'an, practice of worship, prayer activities worshipers and others. Making the work program arranged at the beginning of the school year that functions for get money or funds from the school, as well as control or controller so that activities have been programmed can run optimally.

2) Intensifying School Meetings

Intensify meetings with the aim to evaluating various educational activities that have been carried out conducted, including teaching and learning activities. Through the forum teacher has the opportunity to convey ideas, ideas, suggestions, views, and opinions directly related to the problem of teaching and learning activities, and problems others related to school progress.

3) Effective Student Monitoring Book

Effectiveness of student monitoring books as one a tool to monitor student learning activities while at home. The school provides a must-have monitoring book by each student, and this monitoring book works to know student learning activities while at home, whether students learn or not, recite or not, even these students have accustomed to praying five times with orderly or not, of course this needs cooperation good between school and parents. Book this monitoring must be signed by parents of students, so that the school (teacher)

easily identifies students, means whether or not the student is at home carry out their duties well or not. With thus, monitoring of students involves between school and parents will be more effective, and efficient.

With regard to this, an activity is not can be expected to run smoothly with itself, in accordance with the plans and objectives that have been stipulated, if not monitored or monitored continuously. What to expect for done by someone or a group of people, often lacking not even done, not because they don't want it or not understand, but because no one is watching or control. (Ministry of Religion, 2003) Therefore, parties school in this case (principal, teacher) and parents students have the same roles and responsibilities within control or monitor student learning activities at home. Based on this, it can be concluded, that supervision is basically an effort to improve quality education and teaching in schools, which in the end can produce better quality education.

#### 4) Dare to Take Policies at Risk

In an effort to improve the quality of education of the principal as a leader must dare to take it policies, including discipline in carrying out tasks and for the sake of togetherness, for example every teacher or employee must arrive according to the time of school entry (6:45 a.m. first, so does the teacher who happens to only teach not until the last hour, he had to stay in school waiting for school hours to go home at 1:00 p.m. Form other policies, namely, leaders must not distinguish between official and private teachers, all have

obligations and equal rights, including welfare issues. First, the problem of working hours. Second, the problem transport honorarium. Third, the problem of clock time order teach.

As a determinant of policy leaders must be brave take steps in difficult conditions, so activities school organization continues to run normally.

#### 5) Making the Picket Teacher Effective

Picket teachers need to be effective to help orderliness of the activities of the teaching and learning process. For example picket teachers must be able to function / replace teachers who are unable to attend, or if there is a teacher unable to attend more than one person, the picket teacher pointed one of the study teachers who is a substitute the teacher is unable to attend, so the activity teaching and learning still runs smoothly.

### **Conclusion**

Empowering Human Resources (HR) in the field education can be carried out, among others, as follows: a). Improvement of teacher education qualifications and education staff, b). Take part in education and training (Diklat), c). Take a course, d). Improved reading culture, e). Active in the mail list.

The role of school principals in improving the quality of education; a). As a leader in an effort to improve the quality of education of the principal need to do his role as a leader who is very committed to instilling discipline, empower teachers optimally, empower Deliberation

of Subject Teachers, cooperating with community, and instilling a culture of a conducive work climate and clean, b). As a manager The role of the principal as a manager, among others, with formulate or compile a planned work program, intensify school meetings, streamline monitoring books students, dare to make policies that are risky, streamline picket teachers, and send teachers to follow, workshop, upgrading or training.

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