# HUMAN RESOURCE MANAGEMENT OF COLLEGE EDUCATORS IN TELING MANADO TKT III RUMKIT NURSES'S ACADEMY

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**ABSTRACT:** *Borrowing the concept of management in general, human resource management of college can be defined as an effort to planning, organizing, mobilizing and assessing the human resources of college so it can contribute as much as possible to the development of college and the achievement of programs and work plans. A college human resource management research is an integral part of the evolving Human Resource Management context that specializes in human resource management in college. College human Resource Management becomes a concept, fact and idea, a group (genus), campus and personal community. It emphasizes the complicated parts of a lecturer as figure and as an ordinary human and intellectual community group (educated) that can be elaborated in scientific and cultural studies. The existence of College Human Resource Management becomes a "challenge" as well as the needs of college and stakeholders. It more focuses in managing the work of all potential lecturers as well as to minimize the various shortcomings it has. In the end College Human Resource Management able to display professional lecturers profile in carrying the duty which they have, which is to carry A College Tri Dharma. But in the midst of incessantly, in college it can still found lecturers who are not in accordance with educational qualifications, lecturer status that has not been in accordance with the standards of competence and not all lecturers have NIDN. This is very contradictory to the goals of college which is to achieve, for example, most college in Indonesia have aspirations towards world class university (WCU). Based on the phenomenon and reality that disclosed, the problem in this research was formulated as follows: 1). How does the lecturer planning human resource at Teling Manado TKT III Rumkit Nurses's Academy, 2) How is the development of lecturer human resources at Teling Manado TKT III Rumkit Nurses's Academy, 3) How to monitoring and evaluate of lecturer human resources at Teling Manado TKT III Rumkit Nurses's Academy, 4) How is the organization motivate lecturers to improve human resourcesof educator and professionalism as a lecturer at the Teling Manado TKT III Rumkit Nurses's Academy. The study's perspective is descriptive-qualitative with phenomenology design. Data were collected through interviews, observation and documentation. Samples were taken using purposive sampling by snowball sampling. On the other hand data analysis is using Grounded Theory which was developed by Strauss and Corbin (1990: 57) through several procedures, namely: Open Coding, Axial Coding, and Selective Coding. The results of this study are: 1) the Corps or alamamater in an institution is very important in terms of planning, especially recruitment and selection, 2) Climate and organization culture is a consideration in terms of planning, 3) Development brings behavioral changes toward specialization, differentiation and professionalism teachers or lecturers in teaching, personal, social and professional, 4) Improved performance and responsibility to the duties and functions for educators or lecturers is the responsibility of educators or faculty and educational institutions so that deviations or errors can be avoided, 5 ) Efforts to maintain consistent professionalism ability of educators or lecturers performed either by educators or lecturers as well as institutions themselves wherever they are located, so that the optimal results on improving professionalism of teachers or lecturers can be sustainable. In this case, the commitment of all*

*stakeholders in education to run the college human resources management with a good and responsible is key to success with the creation of a lecturer professional where the out-put finally able to produce graduates who are competent.*

**KEYWORDS:** Human Resource Management, Lecturer, College

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## INTRODUCTION

In the Preamble of the 1945 Constitution of the State of the Republic of Indonesia in paragraph 4 stated that the national objective to establish an Indonesian state government that protects the entire nation of Indonesia and the entire blood of Indonesia and to promote the common prosperity, educate the life of the nation, Order of the world based on independence, eternal peace and social justice, it is fitting that the citizens of Indonesia are entitled to get a more appropriate and quality education especially in college education.

To get the appropriate education and quality can not be separated from the existing human resources management of college. According Arwildayanto (2013: 8) Human Resource Management of college is an effort to planning, organizing, moving, assessing college human resources so can give contribute -based for college development and achievement of medium and specific program or work plan. What is meant by Human Resources according to Sedarmayanti (2009) is: workers or employees within an organization that has an important role in achieving success and the function of the College Human Resource Management by Castetter (in Arwildayanto, 2013) is planning, recruitment, Selection, induction, appraisal, conpetation, continuity, security, bargaining, information.

Human Resource Management of College is a basic studies, facts and ideas from all parties both from personal and campus community that has evolved in the field of human resource management in college. Speaking of human resources management can not be separated from the participation of the energy Educator is a lecturer who is a vein in the world of education. According to Ihsan (2013), in educational activities there are six educational factors that can formed patterns of interaction or mutual influence which is goals, educators, learners, content / educational materials, educational methods, environmental situation.

Nurses's Academy especially Teling Manado TKT III Nurses's Academy is an institution of higher education that creates skilled cadres and ready to work in health institutions, in the implementation of education and practice should be guided by lecturers as professional educators. From the preliminary observations that have been carried out in the Academy of Teling Manado Tkt III Nurses's Academy the existing problems are the lack of permanent lecturers, educational qualifications and lecturer status that has not complied with the competency standards of the existing permanent lecturers as many as 9 people but who qualify only three people , Others have not taken a Master degree and not all lecturers have NIDN. If in review of the Regulation of the Minister of Education and Culture of the Republic of Indonesia No. 49 of 2014 on National Standards of College which states that the Standards of lecturers and educational staff is a minimum criteria about the qualifications and competence of lecturers and educational personnel to carry out education in order to fulfill the achievement of graduate learning, Three diploma program lecturers and four diploma programs must be the least qualified academic graduates of applied master or magister graduates relevant to the study program, and may use professionally certified lecturers relevant to the study program and the lowest qualified equivalent to 8 (eight) graduates is Master degree.

The quality of the lecturers' human resources is a service that it generates from his mind will greatly affect the long-term success of a college. If the university has a reputation of lecturers as a provider of science services and scholars of poor quality, then the development and performance of College will be reduced.

The college human resource management should consist of interrelated activities, ie HR planning, equality of employment opportunities, recruitment, development of work culture, education and training (training), compensation, incentives, health, safety and security, conducive working relationships and others.

Related to the problems above, the researchers want to examine how the planning, development, monitoring and evaluation and efforts made by the institution in motivating educators or lecturers to improve human resources and professionalism, which is carried out by the leadership of the Teling Manado Tkt III Nurses's Academy in the future Each lecturer can meet academic qualification standards in order to improve the quality of College. Therefore, the researcher took the title "Human Resource Management of College Educators in Teling Manado Tkt III Nurses's Academy Teachers at Higher Education Academy of Nursing Tkt III Teling Manado"

## METHOD

Starting from the essential problems that have been put forward in the introduction chapter and in accordance with the research objectives going to achieved in this study, the problems which about to studied by researchers is social and dynamic. Therefore, researchers choose to use qualitative research methods to determine how to find, collect, process and analyze data research results. This qualitative research can be used to understanding social interaction, for example by interviews so we can found clear patterns. Theoretically the qualitative research format differs from the quantitative research format. The difference lies in the difficulty in making qualitative research designs, because in general qualitative research is not patterned.

The qualitative research design format consists of three models, which are descriptive format, verification format, and grounded research format. In this study will using qualitative methods with descriptive design, which is research that gives a careful picture of a particular individual or group about the circumstances and symptoms that occur.

Qualitative research methods as Bogdan and Taylor (L.J. Moleong, 2011: 4) stated as a research procedure will producing descriptive data in the form of written or oral words of the people and behavior that can be observed.

Descriptive research according to Surya (2006: 12) is a study that explains the position and relationship of variables. Research about the phenomenon that occurs in the present. The process are collection and compilation of data, and analysis and interpretation of the data. Descriptive research can be comparative by comparing similarities and differences in certain phenomena; Analytical qualitative are explaining the phenomena with scientifically applied scientific rationale without using a quantitative model; Or normative by classifying, rating norms, relationships and position of an element with other elements.

In qualitative research, the main consideration in data collection is the selection of informants. In qualitative research, the term population is not being used. The sample in qualitative

research is purposive, because qualitative research does not aim to formulate the population characteristics or to attract infers applicable for a population.

The sample concept in qualitative research related to how to choose a particular informant or social situation can provide reliable and trusted information about the elements that exist. Using principle in the taking of informants was done by purposive sampling, not randomly, which is by finding people who know a lot, understand or can provide information about planning, development and evaluation about educator or lecturer needed (key informant) then asked another informant's instructions which he said could provide the necessary information and so on while doing the analysis to get saturation data about human resource management of college in the planning, development and evaluation of course influential in teaching and learning process or lectures at Teling Manado Tkt III Nurses's Academy.

## RESULT AND DISCUSSION

Human resource planning is the process of analysis and identification of the organization to find the needs of human resources, so that the organization can determine the steps where about to take to achieve the goal. In addition, the importance of human resource planning is that the organization will have a clear picture of the future, and be able to anticipate the lack of quality labor required.

In this research, the planning will be seen is the recruitment mechanism / process, the placement of educators whether it is in accordance with the competence and qualifications of education, because if it is not in accordance with the mechanism, competence and qualification then it will affect the performance or learning process. Therefore, the data in this section refers to the essential problem on how the human resource planning of lecturers at Teling Manado Tkt III Nurses's Academy.

In accordance data that has been described in the previous chapter that at Teling Manado Tkt III Nurses's Academy there are permanent lecturers, lecturers and non-permanent lecturers. At this point the researcher is interested to interview the lecturers whether the mechanism of their entry as a lecturer does not remain the same as the lecturer still remember from the previous interview to the mother (MBM), he said that before becoming a permanent lecturer, first he just unfixed lecture  at Teling Manado Tkt III Nurses's Academy.

Safe to say that human resource planning goes according to the existing rules ranging from determining the shortage or the need for human resources, recruitment, selection, to the placement of lecturers in accordance with their qualifications or competence, in terms of human resource planning is also recognized that the climate or organizational culture also affects the acceptance of educators. Every individual has a personality, as well as an organization. As individuals possess a personality that characterizes them differently from one individual to another, so do organizational characteristics that differentiate themselves from other organizations. The characteristics of this organization are the hallmarks of an organization. In this case, as an individual, the organization can be classified according to the properties it possesses. These properties can then be used to estimate the attitudes and behaviors of individuals within the organization.

There is a variable in the organization that has a very decisive role in the achievement of organizational goals, which although difficult to determine or carefully described but variables

do exist, and variables are usually described by the behavior of people who exist within the organization in general forms once.Variabel or often we call the term culture and organizational climate. Just as tribal cultures that have totems and taboos that govern how each tribe member acts against members of the tribe and others outside their tribe, an organization also has a culture that governs how its members behave.

If the human resource of an educator or lecturer has not been considered anymore, the challenge of management human resource management of college that presents the need to achieve world class university (Kusumastoto in Arwildayanto, 2013: 6)

> a. Uphold the scientific values, ethics, aesthetics, principles of truth and scientific honesty, so that there is no illegal teaching; Intellectual plagiarism;
>
> b. Maintain high standards of professional and scientific standards on a sustainable level with world-class universities.
>
> c. Not discriminate in the implementation of academic activities
>
> d. Creating a quality teaching environment and international standard
>
> e. Develop and implement science and technology that is beneficial to the welfare of the nation and all mankind
>
> f. Respect both the law and human rights and do not harm the environment arbitrarily
>
> g. Able to create innovations that benefit the community and international standard.

One of the development of human resources is through training. Training is referring to the planned effort by a company to facilitate the learning of employees about the competencies related to the work. Competencies include knowledge, skills, or behavior that is very important to employee performance success (Sinambela, 2012: 117).

Dharma and Akib (2004) have argued that everyone is expected to be more creative in thinking and doing things in different ways. Creativity comes from individuals who have expertise and creative thinking skills based on formal education and past experience. With the training and creativity of employees, an employee is expected to be able to deal with the tasks that are very complex and can achieve high performance.

**CONCLUSION**

First, the Corps or alma mater has very important role in terms of planning, especially recruitment and selection.

Second, Climate and organizational culture is a consideration in terms of planning especially in recruitment and selection. Special features or characteristics of an organization is very influential also the personal good life of staff or employees in this case the educator or lecturer as well as students. The Teling Manado Tkt III Nurses's Academy place above shade or corps of the Army then automatically characteristics or military culture is still attached to the person of this educational institution that is Teling Manado Tkt III Nurses's Academy both from

student also working environment of this organization or educational institution is the Teling Manado Tkt III Nurses's Academy.

Development brings a change of behavior toward specialization, differentiation and professionalism of educators or lecturers in the field of teaching, personal, social and professional. This happens because: 1). The existence of institutional support, with the support of the institution in terms of development of human resources through training and education to educators or lecturers then the outcome automatically will be highly efficient, and able to compete in the era of globalization especially health field ;, 2). Increasing the productivity of lecturer educators, with the including of educators or lecturers in human resources development activities means educators or lecturers also gain additional skills and new knowledge that is useful for the implementation of their work. Thus, it is expected that indirectly will increase the productivity of its work; 3) Improve the performance of educators or lecturers, human resources development activities will improve the performance of educators or lecturers, who felt less able to work effectively and shown to achieve the effectiveness of work as which is expected by the organization; 4) Increasing the flexibility, with the increasing number of educators by educators or faculty, it will be more flexible and easy to adjust to the possibility of changes that occur within the organization; 5) Increasing employee commitment with the existence of human resource development activities, educators or lecturers are expected to have a good perception about the organization that will indirectly increase the work commitment of educators or lecturers and can motivate them to display good performance; 6) Satisfaction of students, with the existence of human resource development activities to educators or lecturers will certainly improve productivity, performance, intelligence then in the process of transfer of knowledge in the classroom will be easier to understand, understood and can add a wider insight for Students, so students will be satisfied with what is given by the lecturer in the lecture.

Monitoring and evaluation can motivate educators or lecturers in improving their performance, to know and also to prevent the occurrence of irregularities or mistakes by educators or lecturers, increasing sense of responsibility for educators or lecturers in carrying out basic tasks and functions as a teacher, as material evaluation for future improvement. Improved performance and responsibility for the main tasks and functions for educators or lecturers is the responsibility of the educators or lecturers and educational institutions so that deviations or mistakes can be avoided.

Institutions through authorized officers always motivate educators or lecturers by rewarding lecturers with achievements, promoting positions or upgrading, involving teachers or lecturers on development programs. Various opportunities always include the educators or lecturers in order to develop their professionalism through development programs such as training, seminars, workshops and in order to continue education to a higher level.

In conclusion, the effort to maintain the consistency of professionalism skill of educator or lecturer is done either by educator or lecturer and college institution itself wherever they are, so that the optimum result towards the improvement of professionalism of educator or lecturer can be sustainable.

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