ABSTRACT

Suharudin: *Human Resource Management in Darul Istiqamah and Ibnul Amin Pamangkih College.*, under the guidance of (I) Mr. Dr. Ahmad Salabi, M.Pd., (II) Ms. Dr. Hj. Sessi Rewetty Rivilla, MM Pd., Thesis on Postgraduate Program at UIN Antasari Banjarmasin, 2021.

Keywords: Management, Human Resource, College.

The quality of human resources is a major problem in the education system of Islamic boarding schools in Indonesia. Therefore, it is very important to pay attention to the quality and professionalism of the teachers in Islamic boarding schools. This research is about human resource management in the modern Islamic boarding school Darul Istiqamah and the Islamic boarding school Ibnul Amin Pamangkih Barabai. This study departs from the author's initial observation that these two different Islamic boarding schools in human resource management can be categorized as successful in optimizing the role of human resources themselves, such as the modern Darul Istiqamah Islamic Boarding School which always has efforts to improve the quality of boarding school graduates. In addition, the Ibnul Amin Islamic Boarding School is a long-established Islamic boarding school with a number of students who always reach thousands every year. The students who came from various islands in Indonesia became the main attraction for the author to conduct research in these two Islamic boarding schools.

This study uses a qualitative research method that takes place in two Islamic boarding schools, namely: the modern Islamic boarding school Darul Istiqamah and the Islamic boarding school Ibnul Amin Pampangkih. This research data collection with three techniques, namely interviews, observation, and documentation. While the analysis was carried out by means of data reduction and then data presentation and conclusions were drawn. Checking the validity of the data is done by member check and triangulation.

From this research, it is shown that the management of human resources in the modern Islamic boarding school Darul Istiqamah and the Islamic boarding school Ibnul Amin Pamangkih. 1) there are two types of Asatidz recruitment, namely internal and external sources. Meanwhile, Kakak's recruitment at the Ibnul Amin Pamangkih Islamic Boarding School came from internally from Pondok Alumni. 2) the development of Asatidz in the modern Darul Istiqamah Islamic boarding school is carried out by means of teachers training centers, short courses, and further education. The development of the Kakak at the Ibnul Amin Islamic boarding school is carried out by means of Muzakarah activities. 3) compensation at the modern Darul Istiqamah Islamic boarding school and the Ibnul Amin Pamangkih Islamic boarding school consists of financial and non-financial. 4) Asatidz performance assessment at the Darul Istiqaah modern Islamic boarding school is carried out by taking into account the discipline of Asatidz in the

boarding school and the presence of Asatidz in class. Meanwhile, the assessment of Kakak's performance at the Ibnul Amin Pamangkih Islamic Boarding School was carried out by looking at the number of graduating students who were mentored by Kakak in a timely manner. 5) the release of Asatidz at the modern Darul Istiqamah Islamic boarding school there are two, namely resigning and being dismissed by the boarding school. Meanwhile, the release of Kakak at the Ibnul Amin Pamangkih Islamic Boarding School was his own request.

ABSTRAK

Suharudin: *Manajemen, Sumber daya Manusia di Pondok Pesantren Modern Darul Istiqamah dan Pondok Pesantren Ibnul Amin Pamangkih Barabai).*, di bawah bimbingan (I) Bapak Dr. Ahmad Salabi, M.Pd., (II) Ibu Dr. Hj. Sessi Rewetty Rivilla, MM Pd, Tesis pada Pacasarjana UIN Antasari Banjarmasin, 2021.

Kata Kunci: Manajemen Sumber daya Manusia, Pondok Pesantren.

Kualitas sumber daya manusia merupakan persoalan utama dalam sistem pendidikan pondok pesantren di Indonesia. Oleh karena itu, kualitas dan profesionalisme pengajar dipondok pesantren sangatlah penting untuk diperhatikan. Penelitian ini mengenai manajemen sumber daya manusia dipondok pesantren modern Darul Istiqamah dan pondok pesantren Ibnul Amin Pamangkih Barabai. Penelitian ini beranjak dari pengamatan awal penulis bahwa dua buah pondok pesantren yang berbeda ini dalam manejemen sumber daya manusia bisa dikategorikan berhasil dalam mengoptimalkan peran dari sumber daya manusia itu sendiri, seperti pondok pesantren modern darul istiqamah yang selalu memiliki upaya untuk meningkatkan kualitas lulusan pondok. Selain itu pondok pesantren Ibnul Amin pamangkih merupakan pondok pesantren yang sudah lama berdiri dengan julah santri yang selalu mencapai ribuan setiap tahunnya. Santri yang berdatangan dari berbagai pulau di Indonesia menjadi daya tarik sendiri bagi penulis untuk melakukan penelitian di kedua pondok pesantren ini.

Penelitian ini menggunakan metode penilitan kualitatif yang bertempat di dua pondok pesantren yaitu: pondok pesantren modern darul Istiqamah dan pondok pesantren Ibnul Amin pamangkih. Pengumpulan data penelitian ini dengan tiga teknik yaitu wawancara, observasi, dan dokumentasi. Sedangkan analisis dilakukan dengan cara reduksi data kemudian penyajian data dan di ambil kesimpulan. Pengecekkan keabsahan data dilakukan dengan member check dan triangulasi.

Dari penelitian ini menunjukkan manajemen sumber daya manusia dipondok pesantren modern Darul Istiqamah dan pondok pesantren Ibnul Amin Pamangkih. 1) rekrutmen Asatidz ada dua yaitu sumber internal dan eksternal. Sedangkan rekrutmen Kakak dipondok pesantren Ibnul Amin Pamangkih berasal internal dari Alumni Pondok. 2) pengembangan Asatidz dipondok pesantren modern Darul Istiqamah dilakukan dengan cara *teachers training center, short course, dan* pendidikan lanjuta. Pengembangan Kakak dipondok pesantren Ibnul Amin pamangkih dilakukan dengan cara kegiatan Muzakarah. 3) pemberian kompensasi dipondok pesantren modern Darul istiqamah dan pondok pesantren Ibnul Amin Pamangkih terdiri dari finansial dan nonfinsial 4) penilaian kinerja Asatidz dipondok pesantren modern darul Istiqaah dilakukan dengan memperhatikan kedisiplinan Asatidz dalam pondok dan kehadiran Asatidz dalam kelas. Sedangkan penilaian kinerja Kakak dipondok pesantren Ibnul Amin pamangkih dilakukan dengan cara melihat jumlah kelulusan santri yang menjadi

bimbingan Kakak dengan tepat waktu. 5) pelepasan Asatidz dipondok pesantren modern darul istiqamah ada dua yaitu mengundurkan diri dan diberhentikan oleh pondok. Sedangkan pelepsan Kakak dipondok pesantren Ibnul Amin Pamangkih yaitu permintan sendiri.