

## THE CHALLENGES OF THE WORLD OF EDUCATION AGAINST THE DEVELOPMENT OF HUMAN RESOURCES IN ISLAMIC EDUCATION

Lukman Sholeh<sup>1\*</sup>, Baharuddin

Universitas Islam Negeri Maulana Malik Ibrahim Malang, East Java, Indonesia

DOI: <https://doi.org/10.52627/ijeam.v4i1.143>

*Article History:*

Received: May 2022

Accepted: August 2022

Published: August 2022

*Keywords:*

Human Resource Management,  
Challenges, Education

*\*Correspondence Address:*

lukmansholeh211199@gmail.com

**Abstract :**

*This paper focuses on the challenges of the world of Education in developing human resource management in Islamic Education. The methodology or approach used in this paper uses a library research method or approach, while data collection is carried out by studying and exploring several journals, books, and other sources of data and or information that are considered relevant to the study, the purpose of this study is to find out the challenges of the world of Education in developing human resource management in Islamic Education, the results of this study conclude the challenges The world of Education has several aspects 1. Challenges in politics, so that its implementation is that education must be actively involved in the formulation of decisions related to educational interests, for example, in the formulation of the SISDIKNAS Law, 2. Challenges in the culture field and its implementation must be selective in accepting and rejecting foreign cultures 3. Challenges in science and technology and their implementation develops the right skills to master strength, speed, and complexity 4. Challenges in economics: The implication is to provide educational assistance to people whose economy is below average 5. Challenges in society, the implications of neutralizing the negative impacts caused by technological advances.*

**Abstrak:**

*Fokus tulisan ini adalah tentang tantangan dunia Pendidikan dalam mengembangkan manajemen sumber daya manusia dipendidikan Islam. Metodologi atau Pendekatan yang digunakan dalam tulisan ini menggunakan metode atau pendekatan kepastakaan (library research), sedangkan pengumpulan data dilakukan dengan menelaah dan mengeksplorasi beberapa Jurnal, buku, serta sumber-sumber data dan atau informasi lainnya yang dianggap relevan dengan kajian, Tujuan penelitian ini adalah untuk mengetahui tantangan dunia pendidikan dalam mengembangkan manajemen sumber daya manusia dipendidikan islam, Hasil penelitian ini menyimpulkan tantangan dunia Pendidikan terdapat beberapa aspek 1. Tantangan dibidang politik, sehingga Implementasinya yaitu Pendidikan harus terlibat aktif dalam*

*perumusan keputusan yang berhubungan dengan kepentingan kependidikan, misalnya dalam perumusan UU SISDIKNAS, 2. Tantangan dibidang kebudayaan, Implementasinya harus selektif dalam menerima dan menolak Budaya asing 3. Tantangan dibidang ilmu pengetahuan dan teknologi, Implementasinya mengembangkan keterampilan yang tepat untuk menguasai kekuatan, kecepatan, dan kompleksitas 4. Tantangan dibidang ekonomi, Implikasinya memberikan bantuan pendidikan terhadap masyarakat yang ekonominya dibawah rata-rata 5. Tantangan dibidang kemasyarakatan, implikasinya menetralsir dampak-dampak negative yang ditimbulkan oleh kemajuan teknologi.*

## INTRODUCTION

The development of science and technology that has occurred until now, has brought changes in almost all aspects of human life where various problems can only be solved except by efforts to master and improve science and technology (Susyanto, 2022). In addition to the benefits for human life on the one hand, these changes have also brought humans into an era of increasingly fierce global competition. The onslaught of digital technology and information is one of the serious problems in the world of education today In order to be able to play a role in global competition, as a nation we need to continue to develop and improve the quality of its human resources (Ningsih, 2019).

No matter how our nation is experiencing a monetary crisis, a moral crisis, political instability, the Indonesian nation is experiencing an ongoing global restructuring of the world, which is characterized by various changes in all aspects of life, both in developed countries and in developing countries such as Indonesia (Tugiah & Jamilus, 2022). Therefore, improving the quality of human resources is a real educational program and which must immediately be carried out in a democratic manner in a fair, planned, directed, intensive, effective and efficient manner in the development process, otherwise you want the Indonesian nation to lose competition with other nations in living this era of globalization, which is not only a new century but also a new century (Najah et al., 2022).

The presence of Globalization is a major challenge in the world of education, where we must be able to increase national work productivity as well as economic growth and equity as an effort to maintain and improve development, as well as increase the nation's competitiveness in producing quality creative works as a result of thinking, mastery of science, technology and art (Tugiah & Jamilus, 2022). Another challenge in the world of education is where education in Indonesia still has a number of obstacles such as limited access to education, an uneven number of teachers, and the quality of teachers who are considered to be still lacking, especially in remote areas.(Permana et al., 2021) This has led to the occurrence of educational challenges in the era of globalization, which should be in this era of globalization we must be more competitive so as not to be left behind, due to increasingly rapid changes (Hawi, 2017).

To be able to compete in the era of globalization, schools as educational institutions are required to be able to produce a quality generation in order to

compete in the era of globalization. Educational institutions must also have the responsibility to be able to prepare graduates who are ready to enter and compete with foreign workers who have entered this era of globalization (Murtafiah, 2021). When this can be realized, the current rate of educated unemployment can be suppressed gradually. Human Resources (HR) have a very important role in nation building, so to improve the quality of human resources, education is needed (Ghufron, 2018). Educators and education staff are part of one of the human resources and at the same time are assets that will produce intelligent and dignified people, in an effort to realize a developed, independent and prosperous nation and society, the role of education is very important, with the development of science and technology that is increasingly advanced, it is hoped that the role of human resources, especially in the scope of educational institutions (Susyanto, 2022).

In the development of human resources (HR), education is a staple as a strategic effort in maximizing the management of educational institutions (Rahmawati, 2022), in the management of educational institutions requires management, be it curriculum management, facilities and infrastructure management, learning management, financing management and more specifically human resource management (Tamsah, 2022). The management of today's human resources that are sophisticated and open with the advancement of science and technology is a challenge for educational institutions, an absolute requirement for educational institutions if they want to survive in the era of globalization, there is no other choice, namely developing human resource competencies (Ruhana, 2012). Education has a role in developing science, disseminating, socializing and applying it (Hasibuan, 2021). Through this role, education will produce a community of learners who are expressed by being fond of seeking information, using and communicating it. While education itself is an agent of change, education has consequences for the application of educational innovation products, so that education becomes a catalyst for social transformation (Al Asyari, 2022).

The development of human resources is basically directed in order to improve its quality which in turn will be able to increase productivity, the results of various studies show, that the quality of human resources is a determining factor in productivity, both macro and micro (Yogyantoro & Irmawati, 2022). According to Hall T. Douglas and Goodale G. James human resource management is a process through optimal conformity obtained among employees, organizational work, and the environment so that employees achieve the level of satisfaction and performance they want and the organization meets its goals.

Human Resources (HR) macro are citizens of a nation, especially those who have entered the age of the labor force who have the potential to behave productively (with or without formal education) who are able to meet the needs of their own lives and their families which affect the level of community welfare in the nation or state environment (Murtafiah, 2021). The development of human resource management is not an easy matter to carry out because basically humans have different levels of ability, therefore the involvement of

related parties is needed for the implementation of human resource development (Sultan, 2022) that in achieving the vision, mission, and objectives of human resource educational institutions must be managed and developed in a sustainable manner, in educational institutions human resource management is a very important thing to implement, without human resource management, an organization in general will have difficulty in achieving its goals, as well as in educational institutions. Human resource management is the most important element in management because human resources are the first element in management before other elements, on that basis researchers are interested in studying the challenges of the world of Education in developing Human Resource Management in Islamic education.

## RESEARCH METHODS

The method used in this study uses a library research method or approach, literature or literature studies can be interpreted as a series of activities related to the method of collecting library data, reading and recording and processing research materials (Zed, 2003). In literature study research, there are at least four main characteristics that the author needs to pay attention to including: First, that the author or researcher is dealing directly with text (nash) or numerical data, not with direct knowledge from the field. Second, library data is "ready to use" meaning that the researcher does not jump directly into the spaciousness because the researcher is directly dealing with the data source in the library. Third, that library data is generally a secondary source, in the sense that the researcher obtains material or data from the second hand and not the original data from the first data in the field. Fourth, that the state of library data is not limited by runga and time (Zed, 2003).

This research, in its data analysis using library research techniques and data collection, was carried out by reviewing and exploring several journals, books, and documents, as well as data sources and other information considered relevant to the research or study.

## FINDINGS AND DISCUSSION

As mentioned above, this discussion is only limited to formal educational institutions. Islamic educational institutions in this formal form consist of: islamic boarding schools, madrasahs, and universities. However, the challenges faced by these institutions will be viewed on a generational basis, meaning that the existing problems are viewed in general (Indarta et al., 2022).

Meanwhile, the challenges of this educational institution according to Cece Wijaya can be described as changes in society in the fields of social, economic, cultural, scientific, and technological that affect the ongoing education system (Bahartiar & Syawal, 2019). This influence requires educational institutions to be able to adapt it to efforts to renew education and teaching in accordance with the needs of the community (Indarta et al., 2022). The following will explain the forms of such challenges:



**Figure 1. Challenges of educational institutions in increasing human resources**

### **Challenges in politics**

In political life, of course, the politics of statehood has a lot to do with the issue of how the institution guides, directs and develops the life of the nation in the long term. The briefing is based on the Philosophy of the State which binds all sectors of the nation's development in the process of achieving the state's objectives or national goals (Nasikhin et al., 2022). In other words, educational institutions that exist within the territory of a state are sectors of the development of the nation's cultural life that are committed (bound) to the objectives of national struggle based on the philosophy of the country (Najah et al., 2022). Therefore, an educational institution that is not willing to follow the politics of its country, will feel that the politics becomes a pressure on the ideals of the institution. Of course, this is a challenge that needs to be answered in a "fundamental politics" manner as well (Nasikhin et al. 2022). Because it concerns the interests of the future development of the nation and in its meaning for the maintenance of the disposition and personality, creativity and discipline of the nation itself" (Nasikhin et al., 2022).

So Islamic educational institutions must face this challenge objectively, meaning that Islamic educational institutions inevitably have to follow the procedures set by the government in the National Education System Law (Uu Sisdiknas) in order to achieve the goals of the nation's national struggle (J. Syahfitri, 2020). That is by being actively involved in the formulation of decisions related to educational interests, for example in the formulation of the SISDIKNAS Law.

### **Challenges in the field of culture**

Culture is a result of human cultivation, both material and spiritual mental, from the nation itself or other nations. A cultural development in the modern century is unavoidable from the influence of the culture of other nations.

Such conditions cause the emergence of a process of acculturation (fusion or intermingling between one culture and another), where the value factors underlying one culture itself determine the survival of the nation..(Indarta et al., 2022) If the cultural values of the nation are weakened for various reasons, then the nation will be easily trapped or swallowed by other cultures that enter it, so that the cultural identity of the nation itself will disappear.

The selective attitude in accepting or rejecting foreign cultures needs to be based on a deep analysis derived from its own view of life both as an institution and as a nation. Selective attitudes are essentially not attitudes of surrender or neutral attitudes, but rather a cautious creative attitude based on considerations of profit and loss for its further development. Therefore it requires deep knowledge and insights that reach far into the future for its life existence. Among the foreign cultures that influenced the culture of this nation was the "free sex trend". This is a major challenge for Islamic educational institutions to fortify the nation's children from the negative influences caused by this culture. Because otherwise, the cultural values of this nation will be in danger of fading and will be wiped out as the years go by.

### **Challenges in the field of science and technology**

The third millennium with characteristics where between humans one another different geographical conditions, culture, values, language, and so on can already be united through communication technology, such as: telephone, computer, faximile, and so on. Through these various equipment, humans are at the same time. The upcoming information age causes the social environment to be wider because it is united by technology in the field of communication, which gave rise to the era of globalization. Collin Rose in his book "Accelarated Learning" describes the face of the future as a world changing at a rapid pace ; the problems of life, society and the economy become very complex; these types of work disappeared at an unimaginable speed ; and an increasingly ungodly past that cannot be used as a guide for the future (Mansir et al., 2022).

The presence of sophisticated tools, such as radio, television, computers, and other electronic devices will affect the learning process. These advanced tools will bring challenges for educators in human resource development. And generally these technological tools are created to make it easier for humans to work and do and can provide a sense of pleasure to the wearer (Mansir et al., 2022).

Another form of sophistication of information technology is now the internet. The Internet is a global collection of thousands of freely managed networks. The internet has become popular because it is the right medium to obtain the latest information with its various variations quickly and easily (Mansir et al., 2022). The internet is popular, especially among young people. Besides being easy for anyone to use; The internet can be a cheap slang event, a place to find educational information and job vacancies that are up to date. Especially in the field of education, the internet offers various benefits, including: the availability of up to date information that has encouraged the growth of motivation to read and follow the development of science and technology

(IPTEK) that occurs in various parts of the world.(Nasikhin et al., 2022) It is a challenge for all of us to develop the right skills to master strength, speed, complexity, and uncertainty. The speed at which the world changes demands and requires the ability to learn quickly, so as to be able to analyze each situation logically and solve problems creatively (Saenah, 2022).

Advances in the field of technology will eventually affect the psyche and personality of the community (Mansir et al., 2022). In this information age, those who can survive are only those who are forward-oriented, who are able to turn knowledge into policy. Therefore, the world of Islamic education today is really faced with quite severe challenges (Tugiah & Jamilus, 2022). To anticipate this, strategic efforts were made, including; The purpose of education in the present day is not enough just to provide knowledge, skills, faith and piety. But it should also be directed towards giving birth to creative, innovative, independent and productive human beings, given that the world to come is a competitive world (a world full of competition).

According to Sayling Wen, one of the technology entrepreneurs in Taiwan, what the world of education is facing today is a revolution in the way of learning in this era, the internet age must adjust and change, otherwise history will remain (Ghufron, 2018) and it is possible that Islamic educational institutions will become part of this history, if they do not begin to improve the existing system, and move towards mastering modern science and technology so that they can compete in today's globalization.

### **Challenges in the economic field**

The economy is the backbone of the nation's life that can determine the back and forth, the weak and strong, the slow development of the educational system in the nation's society. Therefore the economic life of a nation affects the growth of educational institutions a lot. It even affects the educational system that is implemented and educational institutions that can support or develop the desired economic system (Mansir et al., 2022).

When viewed from this sector, the problems of economic life need to be answered by educational institutions. Especially when remembered that the results of education are the same process as the results of the production of experts. So the economic measure for such an educational institution is too elastic and pragmatic. But in this area today there are many challenges to our educational institutions. The answers given by educational institutions are among others reflected in the educational system and the curriculum or educational programs that are set.

### **Challenges in the field of society**

Society is a field of human life that contains very latent ideas on the influence of culture, science and technology, as a system of life, society is static and non-freezing, has a tendency towards dynamic development that contains implications of changes commonly known as "social change" (social change) (Susyanto, 2022). Social changes in society are a very certain and inevitable thing. For example, in the agricultural era, economic strength lies in the ownership of land or natural resources. Then after that it shifted to the industrial era, where

economic strength lies in the ability to have capital and means of production, and now we have entered the era of globalization or the information age. In this era the economic power (economist) of a person lies in his ownership of information. A person who has information will have more chances than one who does not know information.

From the changes that have occurred in society in the information age like now, of course there are impacts caused, both positive and negative impacts. According to Arifin in his book "Kapita Selecta Pendidikan" posits a positive benefit that can be taken from the sophistication of this information technology is the weakening of the function of the mental-spiritual power of the soul that is growing and developing such as intelligence, mind memory, will and feelings (emotions) (Rahmawati, 2022). This is the problem faced by society that must be solved by Islamic educational institutions. Educational institutions as "agents of change" are tasked with neutralizing the negative impacts caused by these technological advances. In addition, Islamic educational institutions also serve as clear givers of directions to changes in society, because changes that occur in the social life system often experience uncertainty of goals.

#### Challenges in the field of value systems

The value system is the fulcrum of norms that are embraced by humans as individual beings and as social beings, both in the form of traditional norms and religious norms that have developed in society (Ghufron, 2018). The value system is also used as a benchmark for human behavior in society that contains the potential to control, regulate and direct the development of society itself. It even contains spiritual potential that preserves the existence of that community. However, the value system is not unable to undergo changes. Mainly caused by the factor of progress in human thinking itself as well as by the insistence of a value system that is considered better (Al Asyari, 2022). Around the world, it is currently being hit by changes in the existing traditional value system. This is due to the "materialist" culture that has educated society to judge something by its material value. Something is considered valuable if it contains material values, which in turn will give birth to communist understanding (Nasikhin et al., 2022).

This is the central point of the problem that is a challenge to educational institutions whose one function is to preserve the value system that has developed in society (Saenah, 2022). So that the acculturation of foreign cultures does not drown out the cultural values of this nation (Mansir et al., 2022). Therefore, educational institutions need to give the right answers, so that people's tendencies and thinking attitudes are not swayed without a clear direction. In providing answers to these challenges, Islamic educational institutions certainly need to hold religious instructions, for example in the letter Ar-ra"du verse 11: That is to say: "*Verily Allah will not change the things that are in this ummah itself, so that they make changes to themselves.*"

This fundamental ideal foundation is enough to remind us that human beings as members of society should not be static and jumud in life. Rather, it should be dynamic and constructive in making changes (Mansir et al., 2022). The behavior and deeds performed must be clear in their direction and purpose. And

all those changes must be accounted for before God. That is why all efforts to create change need to be based on Islamic values.

## CONCLUSION

The development of MSDM is driven by the advancement of civilization, education, science, and the demands of competitiveness of the goods and services produced, the development of MSDM is driven by economic, political and social problems. MSDM will continue to develop in accordance with the advancement of civilization, technology, and legislation of countries in the world. Challenges of Educational institutions 1. Challenges in politics 2. Challenges in the field of culture 3. Fields of science and technology 4. Challenges in economics 5. Challenges in the field of society.

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