

Analysis of the Appropriateness of Human Resource Management and Infrastructure: Synergy and Efficiency in School Institution Development

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Abstract: In an increasingly complex and competitive educational environment, there is a challenge in creating effective synergy between human resource management and infrastructure. External variables such as education policy, student needs and community dynamics can affect the fit. This study aims to analyze the compatibility between human resource management (HRM) and infrastructure in the context of school institutional development, using a literature review approach. The results of the analysis show that a good synergy between human resource management and infrastructure in school institutions can improve the quality of education. Effective HR management and adequate infrastructure create a conducive learning environment, improve teacher performance and student and staff satisfaction. This research can provide insights for practitioners and academics in formulating more effective strategies to integrate HRM and infrastructure management in achieving better results.

Keywords: Human Resource Management, Infrastructure, Synergy, Efficiency, Organizational Development.

Introduction

Education plays a central role in shaping qualified and competitive human resources, which are needed to face global challenges (Hasbullah, 2018). Educational institutions, especially schools, are the main component in developing students' capacities and abilities (Suryana, 2019). However, the quality of education in schools is strongly influenced by various factors, including human resource management and available infrastructure (Putra & Wibowo, 2020). Strong human resource management and adequate infrastructure support can create a conducive and effective learning environment, which encourages students and educators to achieve higher standards (Hakim, 2021). Amid the demands of modernizing education, the imbalance between these two elements is still a serious challenge in many schools (Hasanah, 2020).

This issue of imbalance between human resources and infrastructure has a significant impact on teacher performance and student learning outcomes (Basuki & Setyawan, 2020). Competent educators without the support of adequate facilities often experience difficulties in delivering material optimally, which ultimately reduces the effectiveness of learning (Hasanah, 2020). Similarly, inadequate facilities, such as unrepresentative classrooms, lack of laboratories, or limited technology, hinder students' ability to learn optimally (Yusuf, 2019). Thus, it is important to explore how synergies between human resource management and infrastructure can contribute to the continuous improvement of education quality (Prasetyo & Munir, 2021).

Furthermore, in the digital era, integrating technology in education is an urgent need to improve the relevance and quality of learning (Hakim, 2021). However, without a strong synergy

between human resource management and infrastructure, the process of technology integration in schools becomes difficult (Hakim & Yusuf, 2020). Schools with limited technological facilities such as computers, internet access and online learning platforms face challenges in keeping up with the digital education trend that is increasingly dominating the modern education curriculum (Prasetyo & Munir, 2021). As a result, they are often left behind in terms of implementing technology-based learning, which is now considered essential in the modern education system (Suryana, 2019).

This research attempts to analyze the relationship between human resource management and infrastructure to provide deeper insights into the importance of synergizing these two aspects in achieving school operational efficiency and effectiveness (Putra & Wibowo, 2020). Observations show that schools that are able to combine these two elements synergistically tend to have a more conducive, efficient and productive learning environment (Hakim & Yusuf, 2020). This not only benefits teaching staff in improving teaching methods, but also has a positive impact on student satisfaction and participation in the teaching-learning process, as indicated by various related studies (Prasetyo & Munir, 2021).

In addition, this study found that a synergistic approach to HR and infrastructure management has a positive impact on budget efficiency and resource use in schools (Nasution & Ali, 2021). Integrated management allows for more optimal budget allocation so that schools can reduce operational costs without compromising the quality of education (Hakim, 2021). This approach is particularly relevant for schools with limited funds as it allows them to utilize the budget efficiently and sustainably, which in turn supports the long-term sustainability of school operations (Suryana, 2019).

Therefore, this research seeks to explore strategies that can be applied to create optimal synergy between HR and infrastructure management in schools (Prasetyo & Munir, 2021). With these strategies, schools are expected to face the challenges of modern education and meet higher education standards (Basuki & Setyawan,

2020). In the long term, the results of this research are expected to serve as a foundation for the development of educational policies that encourage the strengthening of synergies between HR and infrastructure, so that each school is able to provide a quality, relevant and adaptive learning experience to the changing needs of the times (Hasanah, 2020).

Materials and Methods

Study area

This study highlights the policy analysis of facilities and infrastructure standards in primary schools in Indonesia from the perspective of the compatibility between human resource management (HRM) and school infrastructure. These standards regulate the minimum educational facilities, including classrooms, libraries, laboratories and other supporting facilities that must be provided. This research focuses on understanding the implementation of these standards in Indonesian primary schools, particularly in looking at the synergy and efficiency between human resources and infrastructure as the main factors determining the quality of education. The compatibility between these two elements is of concern because facilities and infrastructure serve as the foundation for the effectiveness of human resource management, which if the two run in harmony can strengthen the quality of education (Fanani, 2023).

Procedures

This research was conducted through three main stages. The first stage was description or orientation, in which the researcher interpreted and compared various literatures relevant to infrastructure management and its impact on education quality. This literature included reliable sources such as books, scientific journals and information media published in the last five years. The second stage, data reduction, was conducted by filtering out the most relevant information-that is, data directly related to the impact of facility availability and quality on human resource efficiency in supporting the teaching and learning

process. In the third stage, researchers conducted an in-depth analysis to evaluate the appropriateness and effectiveness of the relationship between HR and school infrastructure, resulting in a more meaningful understanding of the synergy and efficiency that can be optimized in school development. The results of this analysis provide new insights into the importance of policies that support the integration between HR management and educational facilities in accordance with the quality standards of basic education in Indonesia (Harahap, 2020).

This research uses a Library Research approach. This means that the data obtained by the author through library data collection methods, reading, then recording and processing research data (Zed, 2014). The data processing is based on literature analysis not field, data information obtained from various literature sources. This article will discuss the importance of educational institutions having infrastructure in an effort to improve the quality of education. (Fanani, 2023).

Results and Discussion

In education, the role of human resource management (HRM) and infrastructure is crucial to creating a quality learning environment. However, a gap analysis shows that there is often an imbalance between these two elements, resulting in various challenges for educational institutions. Through this research, it was found that the synergy between HRM and infrastructure not only improves the operational effectiveness of schools but also has a significant positive impact on the quality of learning. The availability of adequate facilities and support from competent educators form a conducive educational ecosystem, allowing students to develop optimally. Thus, an in-depth understanding of the gap analysis, synergy findings and impact of human resource management and infrastructure provides an important foundation for the development of relevant education policies.

HUMAN RESOURCE MANAGEMENT AND INFRASTRUCTURE GAP ANALYSIS

Education is expected to play a role in producing quality human resources; however, in reality, there is a significant gap between human resource management (HRM) and the infrastructure available in schools. Effective human resource management cannot function optimally without the support of adequate facilities. For example, well-trained and experienced teachers will find it difficult to deliver material optimally if not supported by good classrooms, teaching aids and adequate technology. This shows the need for synergy between the two aspects to create a conducive learning environment.

This imbalance has a direct impact on teacher performance and student learning outcomes. Teachers who have good qualifications but are not supported by adequate facilities will have difficulty in implementing effective teaching methods. Students are also hampered in their learning process, especially if learning facilities such as laboratories and access to technology are limited. This shows that the expected quality of education is difficult to achieve without improvements in these two elements.

In the digital era, technology integration in education is a must. However, without strong human resource management and good infrastructure, this process becomes very difficult. Schools that do not have adequate access to technology such as computers and the internet will find it difficult to keep up with modern technology-based curriculum. This gap shows that educational institutions need to invest in both aspects in order to adapt to the current educational demands.

Limited funding is often the main reason why schools cannot improve their HR and infrastructure management. However, a synergistic approach to management can provide a solution to improve the efficiency of budget use. This gap shows that with the right strategy, schools can reduce operational costs without compromising the quality of education. This integrated approach is crucial for the sustainability of school operations in the future.

The most fundamental gap is the lack of education policies that support the synergy between human resource management and infrastructure. This research aims to provide insights into strategies that can be implemented to address this issue. Without strong policies and support from the government and other stakeholders, efforts to improve these two elements will be slow and ineffective. Good policies are expected to be the foundation for strengthening this synergy, so that education can become more relevant and adaptive to changing times.

The gap analysis above shows that although education has an important role in shaping quality human resources, many challenges are faced by educational institutions, especially in terms of human resource management and infrastructure. Therefore, there is a need for a synergistic approach and strong policy support to address this imbalance and improve the overall quality of education.

SYNERGY AND EFFICIENCY FINDINGS OF HUMAN RESOURCE MANAGEMENT AND INFRASTRUCTURE IN EDUCATIONAL INSTITUTIONS

From the gap analysis that has been presented, there are several findings related to the synergy and efficiency between human resource management (HRM) and infrastructure. The synergy between effective human resource management and adequate infrastructure is crucial to creating a conducive learning environment. When these two aspects support each other, teachers can implement more effective teaching methods, which in turn improves student learning outcomes. Schools that are able to integrate HRM with infrastructure tend to have learning environments that are more productive, efficient and responsive to the needs of students and teaching staff.

An imbalance between HRM and infrastructure management can hinder teacher performance and student learning outcomes. Conversely, when there is good support from these two elements, teachers can deliver the material better, and students have access to facilities that support their learning process, such as laboratories and necessary

technology. A synergistic approach to HR and infrastructure management also contributes to the efficient use of school budgets. With integrated management, schools can allocate resources more optimally, thereby reducing operational costs without compromising the quality of education.

In the digital era, synergy between HR and infrastructure management has become even more urgent to improve the relevance of education. Schools that have good access to technology and competent human resources can more easily adapt to technology-based curricula, allowing them to keep up with modern education. The absence of education policies that support the synergy between human resources and infrastructure is an obstacle that must be overcome. This finding suggests the need for strong policy support from the government and stakeholders to strengthen this synergy, so that education can become more relevant and adaptive to changing times.

Overall, improving synergy and efficiency in the management of HRH and infrastructure management is key to improving the quality of education in schools and meeting the challenges faced in the modern education context.

THE IMPACT OF SYNERGY AND EFFICIENCY OF HUMAN RESOURCE MANAGEMENT AND INFRASTRUCTURE IN EDUCATIONAL INSTITUTIONS

The impact of synergy and efficiency between human resource management (HRM) and infrastructure in educational institutions is very significant and affects various aspects. One of the impacts is the improvement of learning quality. The synergy between HRM and infrastructure creates a conducive learning environment. When teachers have access to adequate facilities, such as comfortable classrooms, laboratories and technology, they can teach more effectively. This has a positive impact on students' understanding of the subject matter and improves overall learning outcomes.

In addition, teacher performance can also be optimized. With good infrastructure support, teachers can implement various innovative and interactive teaching methods. This synergy allows teachers to focus more on curriculum development

and relevant pedagogical approaches, ultimately improving their motivation and performance in the classroom. This positive impact also extends to students, who feel more comfortable and motivated to participate in the learning process. Adequate facilities, such as access to technology, libraries and discussion rooms, provide a better learning experience, thus increasing student satisfaction.

In the context of budget management, a synergistic approach enables educational institutions to use financial resources more efficiently. With integrated management, budget allocations can be optimized, reducing wastage and ensuring that investments in education deliver maximum impact. This is especially important for schools with limited funds as it can help them to operate sustainably without compromising the quality of education.

Furthermore, a good synergy between HRM and infrastructure also facilitates educational institutions in adapting to change, especially in the digital era. Schools that have good management systems and adequate infrastructure are better equipped to integrate new technologies in learning. This is important to meet the demands of modern education, which increasingly leads to the use of technology in the teaching-learning process. With synergy, educational institutions can more easily conduct professional development for teachers and other educators. Training and competency improvement can be carried out on an ongoing basis, ensuring that existing human resources are always ready to face new challenges in education. Finally, educational institutions that are able to demonstrate synergy between HRM and infrastructure are usually more valued by the community. This can increase the school's reputation and attractiveness, both for prospective students and for qualified teachers. Thus, synergy and efficiency between human resource management and infrastructure not only have a positive impact on the quality of education, but also on the sustainability and competitiveness of educational institutions in facing global challenges.

Conclusions

The conclusion from the analysis of the gap, synergy, efficiency and impact between human resource management (HRM) and infrastructure in educational institutions shows that both are crucial to improving the quality of education. While the goal of education is to produce quality human resources, there is often an imbalance between effective human resource management and available infrastructure. For example, although teachers are well-trained and highly qualified, they cannot function optimally without adequate facilities, such as good classrooms and modern technology.

This imbalance has a direct effect on teacher performance and student learning outcomes. Without adequate infrastructure, teachers have difficulty in delivering material effectively, which in turn affects student understanding. Therefore, it is important to create synergy between HR management and infrastructure to create a conducive learning environment. Also, in the digital age, technology integration is essential to keep up with curriculum developments. A synergistic approach to management also improves budget efficiency, allowing schools to better allocate resources. However, a major challenge is the lack of policies that support this synergy, which requires clear policies to strengthen collaboration between HR and infrastructure so that education can become more relevant and adaptive to changing times.

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