



# ANALYSIS OF IMPLEMENTATION OF NEW TEACHER RECRUITMENT TO IMPROVE LEARNING QUALITY AT SD ANAK SALEH MALANG

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## Abstract

One of the important components that affect the quality of an education is the human resources in it. This study aims to analyze the implementation of new teacher recruitment activities that take place at SD Anak Saleh Malang as an effort to improve the quality of learning. Recruitment of new teachers is an activity to find prospective educators who match the needs of the school. Recruitment of new teachers plays an important role in improving the quality of learning. The method used in this research is descriptive qualitative with a qualitative approach. The data collection techniques used were interviews and non-participant observation. Data analysis techniques used include data collection, data reduction, data presentation, and conclusion drawing. The results showed that the recruitment of new teachers at SD Anak Saleh Malang had an impact on improving the quality of learning. The suitability of the educational background and competencies of new teacher candidates with the needs of the school greatly impacts the effectiveness of learning.

**Keywords:** Recruitment; New teachers; Learning quality

## 1. Introduction

Education is one of the main keys in developing a country. In this increasingly advanced era, the demand for quality education is increasing. Quality education depends on the human resources who manage it. One important element that plays a role in improving the quality of learning is the teacher (Maulansyah, et al., 2023). This is because teachers have a big role in the learning process. Therefore, improving the quality of teachers is one of the main focuses in an effort to improve the quality of education in Indonesia.

Qualified teachers are one of the important factors in producing quality students (Putri, Damanik, & Irawan, 2021). Recruitment of new teachers can be one of the steps in improving the quality of learning. Teachers not only act as material deliverers, but also act as motivators and facilitators who guide students during the learning process (Mustofa & Muadzin, 2021). The existence of qualified teachers greatly affects students' learning outcomes and their character development. Teacher quality is the teacher's ability to convey knowledge, organize classes, and create an effective learning atmosphere (Hananto, 2023). Effective learning can create a positive learning environment.

Recruitment is an activity to find new workforce. Recruitment is one of the components in human resource management. Recruitment of new teachers is an activity to fulfill the need for educators in an educational institution, both in terms of quality and quantity (Rotty & Pongoh, 2022). Recruitment of new teachers is carried out because of the urgent need for

competent and professional educators. New teacher recruitment activities are the first step in an effort to get qualified teachers (Nasrullah & Rindaningsih, 2023). The process of recruiting new teachers must run effectively and efficiently because it will have an impact on improving the quality of learning. In addition, effective and efficient recruitment of new teachers can ensure that schools attract new educators who have high qualifications and competencies. Therefore, during recruitment activities, the quality of applicants must be considered (Susanto, et al., 2024).

The implementation of new teacher recruitment must be effective because it will have an impact on improving the quality of learning later. Good recruitment can ensure that schools can attract new teachers who have the appropriate competencies and qualifications and are of high quality. This is very important to note because an effective learning environment depends on the teachers who manage it (Anton & Usman, 2020). It can be concluded that proper recruitment of new teachers will have an effect on improving the quality of learning. Basically, the recruitment of new teachers is not only an administrative activity, but also an effort to ensure that the teachers recruited will be of high quality because it will have a direct impact on the quality of learning (Akbar, et al., 2024).

Improving the quality of education can be done by improving the quality of learning. Good management of educators or teachers is needed to improve the quality of learning because teachers are an element of learning (Lestari, Sumual, & Usuh, 2023). Recruitment of new teachers is one component of human resource management that is very important because it affects the quality of learning and understanding of students. The recruitment of new teachers at SD Anak Saleh Malang is based on the need for qualified educators. The need for new educators is caused by several factors such as the increasing number of students, the increase in the number of classes, and the demand for competent teachers. SD Anak Saleh Malang sets standards and steps in the process of recruiting new teachers that will affect the quality of learning.

## 2. Method

This research applies a qualitative descriptive method with a qualitative research approach that aims to find information related to the implementation of new teacher recruitment in order to improve the quality of learning. Qualitative research is research that uses a natural basis with the aim of interpreting a phenomenon that occurs and is carried out with various methods (Anggito & Setiawan, 2018). This research consists of data collection, data collection, data analysis, and finally evaluating the research. Data collection techniques utilize interview techniques and non-participant observation. Data collection techniques in the form of interviews characterize qualitative research. Non-participant observation is that researchers can collect data without participating directly in the activity process. So, in non-participant observation, researchers do not take part in observation activities (Hasanah, 2017).

The research was conducted at SD Anak Saleh Malang. This research uses the Miles and Huberman model data analysis technique. The Miles and Huberman model data analysis technique is a data analysis technique model consisting of data collection, data reduction, data presentation, and conclusion drawing. Qualitative data analysis of the Miles and Huberman model is an interactive model because the stages are interrelated (Ahmadi, 2014).

The initial stage of this research is the data collection stage regarding the new teacher recruitment process obtained from interview activities. The next stage is to conduct data

reduction which includes selecting the main things from the data that have been obtained. After reducing the data, the next step is to present the data which can allow researchers to analyze the data that has been obtained. Then the researcher can draw conclusions from the research results after analyzing the data.

### 3. Results and Discussion

#### 3.1 Result

Human resources in education play a vital role in the quality of education. In order to improve the quality of learning in schools, SD Anak Saleh Malang conducts new teacher recruitment activities. Recruitment of new teachers at SD Anak Saleh Malang is carried out based on the school's need for new teachers. The factors behind the recruitment activities at SD Anak Saleh Malang include the increase in the number of classes, the inclusion of inclusion students, and the internal needs of the school. In the process of recruiting new teachers, the school sets standards or qualifications that must be met by applicants as a condition in order to qualify as a new teacher. The recruitment process of new teachers at SD Anak Saleh Malang is carried out through a rigorous selection in accordance with the standards that have been set. The process of recruiting new teachers at SD Anak Saleh Malang begins with the position analysis and needs analysis stages, determining the requirements that must be met by applicants, selection in the form of interviews and microteaching, and finally the announcement of candidates who have been selected to become new teachers. The recruitment of new teachers who have educational backgrounds and qualifications in accordance with the needs has an impact on improving the quality of learning at SD Anak Saleh Malang.

The recruitment process at SD Anak Saleh Malang is carried out by taking a strict selection in accordance with predetermined qualifications. At SD Anak Saleh, there are three types of teachers, including GPQ (Qur'an) teachers, GPK (special assistant teacher) teachers, and class teachers. Each type of teacher has its own requirements. For GPQ teachers themselves have requirements, namely having the ability to tashih, a minimum experience of two years, and a minimum education of S1. As for GPK teachers, the requirements are graduates from special education or psychology majors, experienced in dealing with children with special needs and have at least one year of experience, and can be equipped with additional certification. Meanwhile, the requirements for class teachers are graduates of Elementary School Teacher Education (PGSD) or Madrasah Ibtidaiyah Teacher Education (PGMI), or have a relevant teacher education background. In addition to these requirements, there are also some additional requirements, namely the ability to speak foreign languages and IT skills. In addition to implementing the independent curriculum, SD Anak Saleh Malang also implements the Cambridge curriculum, which requires every teacher to have sufficient English language skills. In addition, there are requirements that require teachers to have IT skills because the facilities and infrastructure in the school are currently technology-based. The requirements set are a manifestation of the efforts of SD Anak Saleh Malang in improving the quality of learning.

The recruitment process for new teachers at SD Anak Saleh Malang begins with a needs and position analysis. After that, the school sets the requirements that applicants must have. After the requirements are set, pamphlets are distributed containing information about recruitment activities. Then after there are several applicants, the next stage is selection. The

selection of new teachers at SD Anak Saleh Malang includes interviews and microteaching. Microteaching aims to see the extent of teaching skills possessed by prospective teachers. After the selection stage, candidates will be selected who meet the standards and needs of SD Anak Saleh Malang. The various stages of recruiting new teachers at SD Anak Saleh Malang aim to recruit educators who have the competence and ability according to the needs of the school in order to improve the quality of learning.

The recruitment of new teachers at SD Anak Saleh has a positive impact on improving the quality of learning. This is because in the process of recruiting new teachers at SD Anak Saleh, the background and competencies possessed by candidates are very much considered and must be in accordance with the needs of the school. For example, if SD Anak Saleh needs teachers for PAI subjects, then they will pay attention to whether the educational background of the new teacher candidates comes from the PAI department. Another example is if SD Anak Saleh Malang needs an English teacher, then they will look for candidates with a background in English Education or English literature graduates.

### 3.2 Discussion

The implementation of new teacher recruitment activities at SD Anak Saleh Malang is based on several need factors. First, the increase in the number of students which results in an increase in the number of classes. The increase in the number of students encourages schools to improve access to education, one of which is the recruitment of new teachers. The increase in the capacity of new students requires schools to add teachers to meet the increasing number of classes (Friyadi, et al., 2024). If there are additional classes, the school needs new class teachers. With the presence of new teachers, SD Anak Saleh Malang ensures that there are enough teachers in each class so that learning activities run effectively. The second factor is the inclusion of inclusive students who need special assistant teachers. The addition of special assistant teachers can make it easier for inclusive students to participate in learning activities in the classroom. Third, internal needs such as teachers on maternity leave, sick leave, and teachers who continue their education are included in the factors for holding new teacher recruitment activities at SD Anak Saleh Malang. This shows the efforts of SD Anak Saleh Malang in maintaining the quality of their learning. Teacher mutations or transfers are also the basis for schools to carry out recruitment activities due to a lack of educators. Based on research conducted at MI Nahdlatul Ulama Sumpat Sidoarjo, teacher transfers usually occur because teachers follow their husbands to move to other areas (Fauzi, et al., 2023).

The recruitment process at SD Anak Saleh Malang is carried out by taking a strict selection in accordance with predetermined qualifications. Qualifications or requirements are very important to set during the recruitment process. This aims to ensure the quality of education provided (Murni, et al., 2024). The recruitment process must have certain qualifications or requirements as an effort to find the right individual and according to the needs of an agency (Lilistian, 2020). Determination of a requirement or qualification in the recruitment process is usually carried out during job analysis. The existence of certain qualifications or requirements in the recruitment process can help ensure the quality of the teaching staff. The existence of teacher qualifications helps determine the achievement of learning objectives (Hadiati, Mardiyah, & Widi, 2025). The qualifications and requirements set for the recruitment of new teachers should be tightened considering that teachers have a vital role in learning activities (Widiansyah, 2018). Qualifications that include formal education,

experience, training certification should be the main requirements in the recruitment process. Determining these qualifications is very important considering that teachers have a role as drivers of learning held in the classroom (Rahmawati, et al., 2023). In addition, teachers are also required to have intrapersonal skills and pedagogical skills in order to create an effective learning atmosphere. Thus, prospective teachers who want to be recruited should have academic qualifications, competencies, relevant certifications, and qualified teaching abilities in order to realize the goals of education (Alfiyanto, 2022).

The recruitment of new teachers at SD Anak Saleh Malang is designed systematically and transparently to ensure that the prospective teachers who will be recruited match the needs of the school. The recruitment process is an activity carried out by an organization to find and get new employees. Recruitment activities are carried out with the aim that the organization gets human resources who have the competence and quality in line with the organization's standards. The initial stage in obtaining new employee candidates is recruitment activities (Titisari and Ikhwan, 2021). The recruitment process consists of position analysis, position essays, position requirements, position evaluation, and position classification (Satriyani and Atmaja, 2021). Job analysis is an important part of human resource management. Job analysis is the determination of responsibilities and duties according to qualifications (Harris, 2023). After that, the job essay process is organized to provide a description of the position required. Position requirements also need to be set in order to ensure the quality of teacher candidates who will be recruited. Determining qualifications or requirements in the recruitment process also aims to ensure that employees or teachers who will be recruited can carry out their duties properly (Musthafa & Widya, 2021). Next is the process of job evaluation or job assessment. Job evaluation is an activity carried out with the aim of assessing and comparing the value of a position with other positions (Hutama & Verawati, 2023). Position categorization activities are also important to help classify positions based on certain criteria. Before carrying out recruitment, a human resource planning process should be carried out first in order to determine the organization's need for human resources.

Human resources are an important component in education. Education human resources include educators and education personnel. Educators or commonly called teachers play an important role in producing the next generation of quality nations. Teachers are facilitators for students. Therefore, it is important for educational institutions to recruit teachers who have high qualifications, competencies, and levels of professionalism (Salamah, 2019). This is because teachers greatly affect the quality of learning. In order to improve the quality of education, educators with good performance are needed (Rohmah, Juliantika, & Putri, 2023). The recruitment process is considered one of the important parts of human resource management in education. This is because the recruitment process aims to select educators who have the competencies and qualifications that match the needs of the school. Choosing the right educators will affect the improvement of learning quality (Mahendra, et al., 2024). SD Anak Saleh Malang is very concerned about the suitability of qualifications with school needs. If the recruited teachers have the appropriate educational background, then learning will run optimally and can improve the quality of learning at SD Anak Saleh Malang. Not only that, if teachers have the appropriate educational background, students will get an effective learning experience that can affect their level of understanding and learning outcomes. The quality of teachers is related to the learning outcomes achieved by students, one of the factors that influence student learning achievement is the professional competence of

teachers (Sani & Ilyas, 2021). By selecting competent teacher candidates according to their fields and academic qualifications, learning will run optimally.

#### 4. Conclusion

Human resources in education play a vital role in the quality of education. In order to improve the quality of learning in schools, SD Anak Saleh Malang conducts new teacher recruitment activities. Recruitment of new teachers at SD Anak Saleh Malang is carried out based on the school's need for new teachers. The factors behind the recruitment activities at SD Anak Saleh Malang include the increase in the number of classes, the inclusion of inclusion students, and the internal needs of the school. In the process of recruiting new teachers, the school sets standards or qualifications that must be met by applicants as a condition in order to qualify as a new teacher. The recruitment process of new teachers at SD Anak Saleh Malang is carried out through a rigorous selection in accordance with the standards that have been set. The process of recruiting new teachers at SD Anak Saleh begins with the position analysis and needs analysis stages, determining the requirements that must be met by applicants, selection in the form of interviews and microteaching, and finally the announcement of candidates who have been selected to become new teachers. The recruitment of new teachers who have educational backgrounds and qualifications in accordance with the needs has an impact on improving the quality of learning at SD Anak Saleh Malang.

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