



HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM GOVERNANCE AT MIS RAUDLATUL MUNAWWARAH TO IMPROVE THE PERFORMANCE AND QUALITY OF EDUCATORS

Nurul Hidayati Murtafiah

Islamic Education Management Postgraduate Program, An Nur Islamic University Lampung
Islamic Boarding School Street, No.01, Sidoharjo, Jati Agung, South Lampung Regency, Lampung
Email: nurul752.nhm@gmail.com

Received: 23 Desember 2023; **Revised:** 16 Januari 2024; **Accepted:** 12 Maret 2024

Abstract

Governance of the human resource management information system (SIM SDM) at Madrasah Ibtidaiyah (MI) is an important process that involves managing information and procedures related to human resources efficiently and effectively. HR SIM in madrasas aims to improve institutional performance through employee data management, recruitment, performance assessment, professional development, and other related aspects. The research conducted focused on the governance of Management Information System Implementation at MIS Raudlatul Munawwarah in an effort to improve the performance and quality of teaching staff. The method used is a descriptive qualitative method by analyzing the processes running at MIS Raudlatul Munawwarah. In designing a website-based HR Information System, it is structured based on the Enterprise Architecture Planning (EAP) model. The results of the research carried out are that managing an effective HR Management Information System at Madrasah Ibtidaiyah requires commitment from all stakeholders, including madrasah heads, teachers, administrative staff and other supporting staff. The successful implementation of this system not only increases operational efficiency, but also makes a positive contribution to teacher professional development and improving the quality of education in madrasas.

Keywords: Governance, MIS, HRM, Performance, Education Quality

I. INTRODUCTION

Information technology has developed in various fields in society. The use of information technology is very necessary for all levels of society, organizations and agencies. Information technology is also increasingly developing with the existence of various *software* that is used to help humans carry out tasks in various areas of life. Likewise in the education sector, data processing is very supportive in improving quality, therefore the use of *software* is very necessary as a means of delivering information that is easily accessible (Siti Maesaroh, 2020). The application of information technology in the world of education is very interesting, information technology is dedicated to improving the quality of education. The development of information technology always has a very high role and contributes to the direction of the development of the world of education. The current development of internet information technology is directing educational technology to a new system.

The development of information technology continues to increase with the existence of the internet, with the internet we can quickly and easily obtain the various information we need. Supported by information technology, data that has been processed can also be disseminated globally, whoever and wherever the information user is located remains in

place and can retrieve the information needed. (Nadiatul Munawaroh, 2022). Internet technology can support the use of information technology as a means of conveying information. Along with the development of technology, the need for information in the world of business and education is very much needed in determining the progress of an organization or agency. (Abdul Hamid, Salamun, Wiwin Windayanti, Moh. Masrur, 2023) Activities carried out either in organizations or agencies are largely determined by the information available, to manage the available information requires information technology that can organize well in managing organizational data or the institution is structured and easy to understand well.

(McLeod, 2004; Muhamad Muslihudin, Fauzi, 2021) Governance of human resource management (HR) information systems in the context of Information Systems Management (MIS) refers to the framework, policies and procedures that regulate the management, use and security of information systems that related to HR management functions in an organization. This governance covers various aspects, from collecting and storing employee data, recruitment processes, training and development, performance appraisals, to salary and benefits management. At SI Educational Institutions, HR plays an important role in efforts to improve performance and work motivation. This is in line with research conducted by (Ulfia Rahmah, Augustina Asih Rumanti, 2018). Teachers who act as educators in the school environment and parents as educators in the home environment certainly need to have good communication in order to facilitate children's intellectual development. So an academic management information system was designed using the RAD method which can assist schools in processing academic data and as a medium for conveying the progress of students at school to parents or guardians. With this management information system, teachers can directly convey absences, test scores, violations committed and achievements obtained by students to parents or guardians of students. Research conducted by (Sندی Mohamad Anugrah, Tommy Aprianono, 2015) shows that the application of information systems can foster a positive image in the eyes of society, because society begins to assess the changes and improvements made by schools, especially in terms of academic services, as a new breakthrough in the field of technology. (Didik Agus Triwiyono, 2013) The SIM chosen is a web-based School Information System created by the Joint Inter-School Information Network (JIBAS). And the results of the analysis show that the information system is effective with an effectiveness level of 83.21% of the expected criteria. The recommendation of this research is to fully implement the existing Academic SIM, and further research needs to be carried out to test the impact of implementing this Academic SIM. (Jumadi, 2023) explains that (1) The HR planning system is implemented by analyzing all activities or workload that must be carried out by all school components. (2) The withdrawal and selection of candidates is carried out based on considerations of academic, non-academic achievement and good morals. (3) The training and human resource development that is carried out still tends to measure the success and failure of training in terms of implementation, (4) The evaluation is carried out using three stages, namely monthly evaluation, mid-semester and year-end evaluation. (5) Providing compensation using an honorarium system can be said to be fair, but in terms of eligibility, is it appropriate to meet minimum standards (UMR).

Of the various studies conducted, it is still very rare for research to focus on Human Resource Management Information Systems. Previous research focused on academic information systems. The Human Resources Management Information System (SIMSDM) at Madrasah Ibtidaiyah is an integrated system designed to manage and process information related to human resources in the Islamic basic education environment. Madrasah Ibtidaiyah, which is equivalent to elementary schools in the general education system, requires efficient human resource management to support its educational goals. SIMSDM at this institution

covers various aspects, starting from teacher and staff administration, recruitment, training, performance assessment, to career development. This aims to improve the quality and services of Madrasahs and improve the quality of teaching staff.

II. RESEARCH METHODS

2.1. Data collection

Research using qualitative methods in the implementation of human resource information systems (HR) emphasizes an in-depth understanding of users' experiences, perceptions and reactions to the system. This approach focuses on understanding the social, cultural and organizational context in which HR information systems are implemented, as well as how users interact with those systems. (Arikunto, 2010; Suharsimi, 1998) The following are several qualitative steps and techniques that can be used in implementing HR information systems:

1. Case study

A case study is an in-depth approach that explores the implementation and use of HR information systems in the real context of one or more organizations. This involves collecting detailed data through interviews, observations and document analysis to understand how the system is adapted and used on a daily basis.

2. Interview

In-depth interviews with various stakeholders, including HR managers, system users (for example, employees and supervisors), as well as the IT team responsible for system implementation. The aim is to gather insights about their experiences, needs, expectations and challenges faced in using HR information systems.

3. Observation

Conduct participatory observations in the workplace to see how HR information systems are used in daily practice. These observations help in understanding the context of system use, including the challenges users face and the strategies they develop to overcome those problems.

4. Document Analysis

Analyze related documents, such as project reports, system usage manuals, and training materials, to understand how the system is described and communicated to users. It can also help identify gaps between what was planned versus the reality of system implementation and use.

2.2. Enterprise Architecture Planning (EAP) Development Method

(Rengga, 2019) Enterprise Architecture Planning has 7 (seven) main components which show the stages for determining and planning the implementation of information system architecture. These seven main components are grouped into 4 (four) layers.

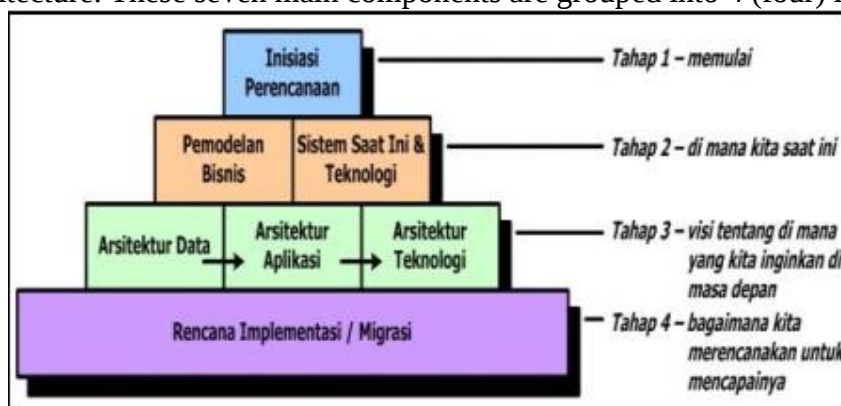


Figure 1. Components and layers of Enterprise Architecture Planning

(Sofia, 2020)The following is an explanation of the stages in Enterprise Architecture planning:

1. **Stage 1 Beginning**

Planning Initiation. This stage consists of determining the methodology used, who is involved, and what *tools* will be used. The result of this stage is a work plan for *Enterprise Architecture planning* and management commitment to proceed to the next six stages.

2. **Stage 2 Understanding current conditions**

Business modeling at this layer there are two stages, namely:

a. **Business Process Modeling**, this stage aims to build a knowledge base about business and information that the enterprise currently uses. This stage is a process for defining the business to provide a consistent, comprehensive and complete enterprise business model so that it can be used to define architectures and implementation plans. Business modeling is carried out by identifying and defining key business areas using a value chain model to highlight activities in the business. At this stage a relationship matrix is also created between functions and organizational units to determine the responsibilities of each organizational unit for a business function.

b. **Current Systems and Technology**, this stage aims to define and document the application systems and technology platforms used by the enterprise to support current business functions because running enterprises generally have systems and technology for their information system applications.

3. **Stage 3 Future Plans**

There are three stages in the Data Architecture layer, namely:

a. **Data Architecture**, this stage aims to identify and define the main types or data entities required for the enterprise to support the business functions that have been defined at the business modeling stage and then relate these data entities to the enterprise business functions.

b. **Application Architecture**, this stage aims to identify and define the main types of applications needed to manage data and support enterprise functions.

c. **Technology Architecture**, this stage aims to identify and define the technological principles needed to provide an environment that supports applications in the previously prepared application architecture in managing data and supporting business functions.

4. **Stage 4 Achievement Strategy**

This stage's Implementation/Migration Plan defines the sequence for implementing the application. Schedule for implementation, cost/benefit analysis, and proposed path for emigration from current state to desired state.

III. DISCUSSION

3.1. HR Information System Modeling Design

Application Architecture Modeling or information systems needed to support HR processes. Includes human resource management systems (HRMS), performance management systems, training systems, and data analysis systems. Identify the technological infrastructure required to support the identified applications and information systems. This includes hardware, software, networks, and website-based software infrastructure. The Information System modeling design uses the Unified Modeling Language with the stages of Use Case Diagram, Activity Diagram, sequence diagram and Class Diagram. This is shown in the following picture:

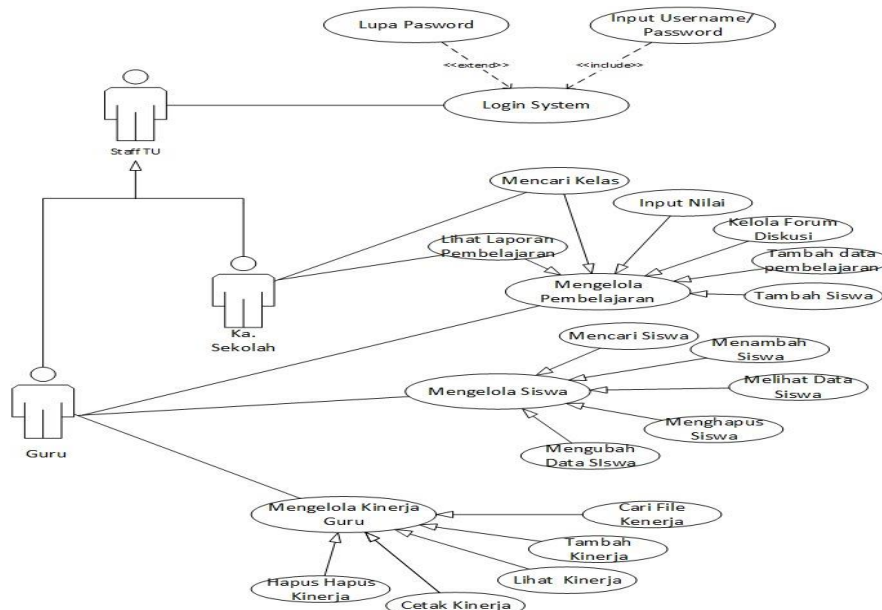


Figure 2. Use Case Diagram for HR Information System Modeling

Activity diagrams are a type of diagram used in modeling processes in information systems. It is used to describe the work flow or sequence of activities that occur in a process. The Activity Diagram for the HR Management Information System at MIS Raudlatul Munawwarah will outline the process flow of learning activities in the classroom as a monitoring effort for the Head of TU and the Principal to assess Teacher performance in the classroom, this can be seen in the following picture:

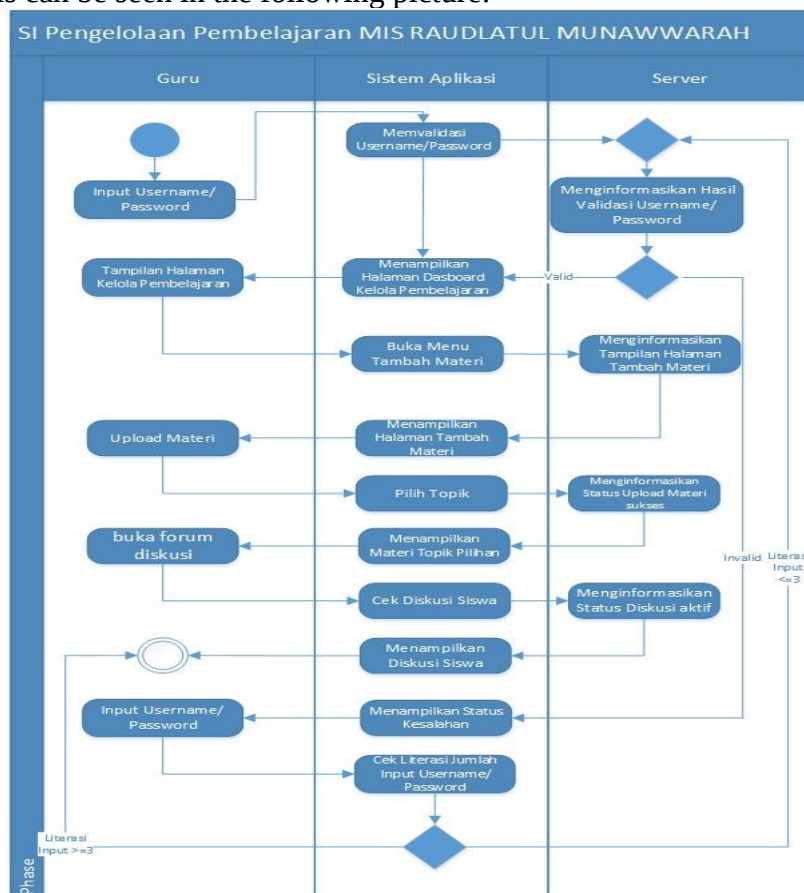


Figure 3. Learning Information System Activity Diagram

3.2. Impact of HR Information Systems and Improving the Quality of Educators

Manage the personal, educational and employment history data of all employees, including teachers and administrative staff. This system makes it easier to record and access personnel data for administrative and legal needs. Facilitating the process of accepting new employees, starting from vacancy announcements, application management, to the selection and placement process. These findings are also supported by research (Faisal, Ali, & Rosadi, 2021). Administer performance assessments of teachers and staff with the aim of improving the quality of teaching and administrative services. This system helps in setting performance goals, conducting performance reviews, and planning professional development. Providing a platform for managing training and development activities, including teacher certification programs, workshops and seminars aimed at improving pedagogical and professional competencies. Automate employee attendance recording and payroll processes, including calculation of allowances and other deductions. This system increases efficiency and accuracy in salary management (Hariandi, Dewi, Voseka, Sari, & Ramawani, 2023). Provides comprehensive dashboards and reports on various aspects of human resources, supporting decision making by madrasah management.

Implementation of the HR Management Information System at MIS Raudlatul Munawwarah requires a structured approach, including needs analysis identifying specific madrasa needs and adapting them to system features (Melhana, Riska Tanti, 2022). Provide adequate training to system users, including teachers and administrative staff, to maximize system utilization. Providing ongoing technical support and updating the system regularly to accommodate changing needs and regulations (Rahayu, 2015). The use of an effective HR Management Information System at Madrasah Ibtidaiyah not only improves human resource management but also contributes to achieving broader educational goals through improving the quality of teaching and employee job satisfaction (Firdaus et al., 2021).

Implementation of the Management Information System (MIS) at MIS Raudlatul Munawwarah has a significant influence on teacher performance and improving the quality of teaching staff in various ways. Management Information Systems can help in automating many administrative tasks, such as recording teacher attendance, reporting student absences, and other data management. By reducing administrative burdens, teachers have more time and energy to focus on learning activities and improving the quality of teaching. Monitoring Teacher Performance with SIM at MIS Raudlatul Munawwarah, school management can easily track teacher performance, both in terms of attendance, participation in school activities, or performance evaluation. This is also in line with studies (Annisa Mayasari, Yuli Supriani, 2021). Management Information Systems help in identifying areas where additional support is needed and motivate teachers to improve their performance. Data-Based Decision Making: The implementation of the HR Management Information System will provide strong and detailed data references on various aspects of education, which will enable better, evidence-based decision making. Teachers and school staff can use this information to design more effective strategies to improve the overall quality of education. Thus, the implementation of the HR Management Information System built on MIS Raudlatul Munawwarah contributes positively to teacher performance and improving the overall quality of teaching staff by increasing efficiency, access to information, collaboration and decision making. This is supported by research results (Fatmaningtyas, 2020).

IV. CONCLUSION

The HR Management Information System implemented in the Raudlatul Munawwarah MIS can track the performance of teaching staff in more detail and systematically. This includes performance evaluation, achievement of targets, participation in school activities, and contribution to the school's educational goals. This information can be used to provide

better feedback to educators and help identify areas where they can improve their performance. HR SIM can help schools plan and manage the professional development of teaching staff. By tracking training attended, certification attainment, and individual development needs, MIS Raudlatul Munawwarah can design appropriate training programs and ensure that educators have the skills and knowledge necessary to carry out their duties effectively. By improving human resource management processes and providing appropriate support to teaching staff, HR SIM can help increase job satisfaction and retention of teaching staff. When educators feel recognized, supported, and have opportunities for career development, they tend to be more motivated and engaged in their work. The results of implementing the Human Resources Management Information System at MIS Raudlatul Munawwarah have the potential to improve the performance and quality of teaching staff by increasing administrative efficiency, more effective data management, better performance tracking, targeted human resource development, and increasing satisfaction and retention. teacher.

REFERENCES

- Abdul Hamid, Salamun, Wiwin Windayanti, Moh. Masrur, D. R. M. (2023). *Kepemimpinan Pendidikan Dan Perilaku Organisasi Kependidikan*. (M. M. Fauzi, Ed.). Indramayu: Penerbit Adab.
- Annisa Mayasari, Yuli Supriani, O. A. (2021). Implementasi Sistem Informasi Manajemen Akademik Berbasis Teknologi Informasi dalam Meningkatkan Mutu Pelayanan Pembelajaran di SMK. *JIIP-Jurnal Ilmiah Ilmu Pendidikan* (2614-8854), 4(5), 340–345.
- Arikunto, S. (2010). *PROSEDUR PENELITIAN Suatu Pendekatan Praktik Edisi Revisi 2010*. Jakarta: Rineka Cipta.
- Didik Agus Triwiyono, D. M. (2013). Implementasi Sistem Informasi Manajemen Akademik Berbasis Teknologi Informasi Di Sekolah Dasar. *Jurnal Administrasi Pendidikan UPI*, 17(1), 61–72. <https://doi.org/10.17509/jap.v17i1.6433>
- Faisal, F., Ali, H., & Rosadi, K. I. (2021). Sistem Pengelolaan Pendidik Dan Tenaga Kependidikan Berbasis Simdik Dalam Manajemen Pendidikan Islam. *JIMT (Jurnal Ilmu Manajemen Terapan)*, 3(1), 77–85.
- Fatmaningtyas, I. D. (2020). Sistem Manajemen Sekolah Dasar Berbasis Web dan Android. *Information Management For Educators And Professionals*, 4(2), 173–182.
- Firdaus, R., W, D. R., Wulandari, W., Raya, J., No, T., Gedong, K., ... Timur, J. (2021). Sistem Informasi Administrasi Perpustakaan Pada Sekolah Dasar Negeri 12 Rawamangun Berbasis Java. In *Seminar Nasional Riset dan Teknologi (SEMNAS RISTEK)* (pp. 517–521).
- Hariandi, A., Dewi, K. P., Voseka, R., Sari, S. A., & Ramawani, N. (2023). Implementasi Sistem Informasi Manajemen melalui Platform Merdeka Mengajar untuk Meningkatkan Kompetensi Guru Sekolah Dasar. *Journal on Education*, 06(01), 7737–7746.
- Jumadi, A. (2023). Manajemen Sumber Daya Manusia Dalam Meningkatkan Mutu Pendidikan Di Sekolah Dasar Inklusi Al Irsyad Al Islamiyyah Depok. *UNISAN JURNAL: JURNAL MANAJEMEN DAN PENDIDIKAN*, 02(02), 84–90.
- McLeod, R. J. G. S. (2004). *Sistem Informasi Manajemen*.
- Melhana, Riska Tanti, Y. (2022). Pengelolaan Sistem Informasi Manajemen di Sekolah Dasar Negeri 55 / 1 Sridadi. *JIIP (Jurnal Ilmiah Ilmu Pendidikan)*, 5(12), 5846–5850.
- Muhamad Muslihudin, Fauzi, S. A. (2021). *Metode Desain & Analisis Sistem Informasi Membangun Aplikasi Dengan UML Dan Model Terstruktur*. Yogyakarta: Andi Offset.
- Nadiatul Munawaroh, M. M. (2022). Loan and Return Information System Qr Code-Based

- Village. *IJISCS (International Journal of Information System and Computer Science)*, 6(1), 32–42. Retrieved from <http://www.ojs.stmikpringsewu.ac.id/index.php/ijiscs/article/view/1173>
- Rahayu, M. (2015). Pelaksanaan Standar Pengelolaan Pendidikan Di Sekolah Dasar Kecamatan Ngemplak Kabupaten Sleman. *Jurnal Penelitian Ilmu Pendidikan*, 8(1), 62–79.
- Rengga, E. R. (2019). Designing Enterprise Architecture Enable of Business Strategy and IS/IT. *Journal of Information Technology and Business*, 1(2), 1–7.
- Sendy Mohamad Anugrah, Tommy Apriantono, S. B. (2015). Pengelolaan Sistem Informasi Akademik Berbasis SMS Gateway DI MTs. MA'ARIF 7 Bomo Punung Kabupaten Pacitan. *Jurnal Varidika*, 27(1), 84–90.
- Siti Maesaroh, M. I. (2020). Analysis of Education Planning in Mi Baitul Tuguratu Suoh West Lampung. In *Prosiding At Ta'dib STIT Pringsewu* (p. 1). Retrieved from <https://www.ptonline.com/articles/how-to-get-better-mfi-results>
- Sofia, U. (2020). Perancangan Arsitektur Enterprise Menggunakan Framework Togaf ADM 9.1 Dan Cobit 4.1. *Jurnal Ilmiah Jurnal Teknologi Informasi Terapan*, 6(2), 122–133.
- Suharsimi, A. (1998). *Prosedur Penelitian Suatu Pensekatan Praktek*. Jakarta: Rineka Cipta.
- Ulfia Rahmah, Augustina Asih Rumanti, A. F. R. (2018). Perancangan Sistem Informasi Manajemen Bidang Akademik Di SDN Ngimbang Dengan Metode Rapid Application Development. In *eProceedings of Engineering* (pp. 1–14).