



Educational Resource Development

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Abstract Educators in the educational process have a strategic role, especially in efforts to shape national character through developing character, personality and expected values. Development is given to educators as human resources who have an important role in achieving the goals of educational institutions or schools. Development is carried out with the aim that educators as human resources have competencies that can compete amidst developments in science and technology. The urgency of educators in the learning process (the application of methods is more important than the material. The development of educational resources in education is influenced by various aspects, including: the need to increase the competence of educators, both theoretical and practical knowledge, the independence of educators to carry out professional development, supporting resources to carry out the development of educational resources, professional development, the willingness of educators as learners, and the ability of educators to realize the results of professional development as demonstrated through the performance of educators and the effectiveness of educators in carrying out their duties. Increasing and developing educational resources begins with the acceptance of new prospective educators. The process The selection of prospective educators needs to be carried out strictly in accordance with the terms and conditions that have been determined. Apart from that, the development of educators as human resources is seen from developments in science and technology. It is hoped that the development of human resources for educators can be continuously improved.

Keywords: Development, Educator Resources

Introduction

Education is like that A foundation in something building , as element base Of course need prepared with Good remembering this is a investment development period long for Indonesia. Good education will produce people with character, creatures learner (cont learn), remember change very environmental fast and demanding ability high adaptiveness For Can develop in line with changes that

occur. Because that is progress and development education is factor main success something nation

Problem education that Indonesia is currently facing , right? Again only strive education available accessible (accessible) by everyone inhabitant country , but also fix it quality his education Because quality education determine quality source Power humans, which are correlated with civilization Indonesian nation in the future .

Based on Global Human Capital Report data published by the World Economic Forum in 2017 , Indonesia's ranking is in field education occupy ranked 65th out of 130 countries. In position that , Indonesia still Far left behind from ASEAN member countries , for example Singapore which is at number 12, Malaysia at number 33, Thailand at number 40 and the Philippines at number to 50.

Education is form most relationships essential in life man so that function and role in life Which continuously changed will still eternal , although Lots face problem . If withdrawn to in context Islamic education , then the situation No Far different , even that problem has bring up lawsuit here precisely felt more complex and problematic (Abu Sulayman , 1989:5). Educators in process education hold role strategic especially in effort form character nation through development personality And mark Which desired . Looked at from dimensions learning , role educator in public Indonesia remains dominant though technology Which can utilized in process learning develop very fast

Face the 21st century is needed skills and competencies that support human functioning capable Empower competitive . The 21st century is known as century development very technological sophisticated. Where in the era this is human must compete with technology sophisticated. Development very technological fast will influence on various field life , for one field education . At this time it is also known with the industrial era 4.0 which is collaboration between man with technology required proficiency literacy , skills and qualities character .

that education 4.0 own objective in form HR Which capable innovate in accordance with inner world commitment prepare self face revolution an all - digital

industry . Demands revolution industry 4.0 becomes A lighter so that the source Power human resources (HR) are capable compete in follow current change. Therefore that , human should prepare provisions with knowledge knowledge and mastery technology to have Power competitiveness and value sell as well as capable utilise that opportunity are in the surroundings (Putriani , 2021). For prepare empowered human resources competitive it's not something which is easy , and this is homework for institution education For produce source Power man Which competent

In connection with demands to direction professionalism power educator , so the more felt insistence enhancement quality education on every type And level education Which has become commitment education national . Urgency educator in the learning process painted in expression Arabic language Once be delivered A. Malik Fajjar , "Al- thariqah your aham min al-Maddah Walakinna Al- Mudarris your aham min al- tariqah (method more important than material , but educator more important from on method . Medley discovered a number of assumption success a educator , yang in turn made point reject in development a educator , that is aspect personality , mastery method , frequency And intensity activity interaction educator with participant educate, mastery material as well as mastery strategy Study teach .

Development educator need observation carefully to social phenomenon and moderate culture current at the time now , Which good note Also is part of educational processes and products

This is in fact No direct need A that step Good And measurable in produce a educator the good one as well as quality prime, by Because That required A

management resource man Which in its implementation own objective Which oriented on optimization system Work in institution education . Mulyasa say that management source Power man aim utilize power education in a way effective and efficient To use reach optimal results , however with still in condition Which fun .

Objective the strive exists balance between process Work with situation work . Utilization power education in a way effective And efficient the is utilization power so that Can Work in a way maximum and productive at a time push waste . This utilization is not nature coercion physical , but more is strategy Work which is fixed consider elements humane . Moreover , power education the stay man Which No Can equalized with machine , so that need touches spiritual Which fun. In fact situation Which pleasant the Can lighten up burden work

The world of education in Indonesia, especially on level education base And intermediate faced on Wrong One problem the most basic education ie low quality education . Various effort has done For increase quality education national between other; repair , procurement , improvement infrastructure , enhancement competence educator . Educator as source Power main human (HR). in A institution school expected have quality Which Good so that will bring progress something nation .

According to Supardan quality of human resources educator in Indonesia on position 109 sorted from 179 countries in the world with Power competitive is at in order 37 from 57 country. According to Muhaimin professionalism educator in Indonesia still low Good on aspect input, distribution , quality academic , activity scientific nor appropriateness or mastery in the field .

Based on background behind the problem above interesting perhaps examine How conception development source Power educator Which can done institution education in frame empowering the entire academic community in reach objective together in frame increase quality education generally And education Islam in a way special .

Method

In writing article This, researcher use method qualitative with technique collection data based on libraries research , study literature is the research carried out with use literature , Good form book , note , nor report results study previous . Then taken conclusion and presented in framework theoretical For looking for , note , formulate until analyze And compile the report . Libraries research This used in look for draft And theory about development source Power educators who include Importance Development Source Power Educator , Development Career , Education , Training and Learning , Educator Training Program , Coaching , Training and Development , Benefits Coaching , Training and Development , and Space Scope Coaching , Training and Development

Result and Discussion

A. Importance Development Source Power Educator

Education is one pillar main in development a country. For reach quality Good education is important for We For notice development source Power educator . Why development source Power educator so important ? Here are some explaining reasons importance development source Power educator :

1. Increase Quality Learning : Development source Power educator contribute direct in increase quality learning at school . When

educator Keep going develop knowledge and skills them , them can give experience learn more Good to students . They will understand method teaching latest , technology education , and strategy effective learning. With Thus , development source Power educator help create environment innovative and motivating learning student For reach more achievements high .

2. Professionalism : Development source Power Educators are also important in increase professionalism them . Through ongoing training and development , educators can renew knowledge they about theory and practice education latest . They can too learn Skills management effective classroom , evaluation learning , and understanding about need student with diverse background back . With increasing professionalism , educator can be a good role model for students and encourage they For develop potency they in a way maximum .

3. Face Challenge Change : The world of education Keep going develop with fast . Challenge new appear with progress technology , change curriculum , and needs diverse students . Therefore that 's important for educator For Keep going develop yourself so you can face challenge that . With follow training and development programs professional , they are can adapt method relevant learning , utilizing technology education , and giving proper attention to need individual students . With Thus , development source Power educator play role important in increase quality education in a way overall.

4. Increase Collaboration and Exchange Knowledge : Development source Power educators also include collaboration and exchange knowledge between educator . Through seminars, conferences and discussion forums , educators can each other share experiences , ideas, and

practices best . This helps enrich knowledge them and give inspiration For increase quality learning at school . In this era of globalization , collaboration and exchange knowledge very important for educators can Keep going develop and face challenge complex education . In in conclusion , development source Power educator own very role important in increase quality education . With Keep going develop knowledge , skills and professionalism them , educators can create environment effective learning , facing challenge change , and improve collaboration between fellow educator . With so , we can reach objective more education good and productive generation quality young people in the future

B. Development Career , Education, Training and Learning

Development career , education , training , and learning is factor important in reach success in the modern world of work . In this era of globalization , competition in the job market the more tight , so important for individual For Keep going increase skills and knowledge them. Education is foundation main in development career someone . Acquire good education give base Strong knowledge and skills required For face challenges in place work . Through education , someone can learn concepts new , sharpening Skills analytical , and expanding outlook they about world. However , education just No enough .

Training and learning continuity is also required For follow developments and changes in the world of work . Technology Keep going develop with fast , and individual need Keep going renew Skills them to stay relevant . Through training and learning , a person can obtain Skills new , following trend current , and adaptable self with change in environment work .

Development career is also a aspect important in reach success in the world of work . It's involving planning and management career someone , incl identification objective career , determination necessary steps For reach objective the , and evaluation progress that has been made achieved . Development career can involve obtain experience Work new , looking for opportunity promotion , or even move to field different jobs. In frame increase development career , education , training , and learning must integrated with good .

Education provides base knowledge , training give Skills practical , and learning possible individual For Keep going develop self they yourself on the spot work . With the right combination from third this factor , someone can maximizing potency them and achieve success in the competitive world of work moment this.By Because that 's important for individual For take initiative in development career , education , training , and learning them . Look for chance For learn and develop yourself , okay through formal and informal programs, will give big profits _ in reach success in the world of work . With combine education , training , and continuous learning , a person can Keep going grow and develop throughout career them .

C. Educator Training Program

Educator Training Program is A purposeful initiative For increase quality education in Indonesia. This program is designed special For train and develop the capabilities of the workforce educators , such as teachers and lecturers , so that they can give more learning effective and innovative to students .

Through this training program , energy educator will given knowledge and skills new in various aspect education .

They will Study about method the latest teaching , strategies interactive learning , and use technology sophisticated education. Besides that , this program will also give training in matter development relevant curriculum with need students and developments in the world of education . Educators will given understanding about change curriculum and how implement it with Good in the learning process . During training , the participants will also own chance For share experience and discussion with experts education . They will get outlook new about trend global education and practice best in field education .

After completing this training program , it is hoped that the staff educator will own necessary knowledge and skills For create environment inspiring and motivating learning students . They will can apply method innovative and effective teaching , so can increase results Study students .

This Educator Training Program is step important in increase quality education in Indonesia. With own power Quality educators are expected generation young Indonesians will get more education good and This Educator Training Program is step important in increase quality education in Indonesia . With own power Quality educators are expected generation young Indonesians will get more education good and quality . Through this program, energy educator will given purposeful training For increase competence they in teach and educate students . They will equipped with knowledge and skills latest in field education , so capable face challenges that exist in the world of education currently .

Besides that , this program will also strengthen values ethics and morals in self power educator . They will taught about

importance integrity , responsibility responsibility , and dedication in carry out task they as educator . This will form good character in energy educator , so they can become example for students. With own power Quality educators are expected that generation young Indonesians will accept more education good and quality . They will get effective and meaningful learning , so can develop potency they optimally . With so , they are will Ready face global competition and becoming empowered generation competitive .

Therefore that's important for government and all party related For support and implement this Educator Training Program by serious . Investment in field education is investment period length that will be give impact positive for the future of the country. With produce power qualified educators , we can create environment conducive and providing education the same opportunity for all Indonesian children for get proper education .

D. Coaching , Training and Development

There are three method coaching training and development educator : development intensive (intensive development), development cooperative (cooperative development), and development self yourself (self-directed development) Supervision intensive is supervision Which carried out by a higher supervisor high , fine head school , deputy head school , supervisor or senior teacher and done in a way continuous and systematic . The goal more focused on growth Teacher No evaluation teacher . Development cooperative is process teacher development through Friend colleague . Team small teacher works together For facilitate growth professional . This activity can done through observation between class , dialog professional ,

development curriculum , supervision colleague , training colleague , And study action . Whereas development self Alone is teacher growth process through business independent in a way independent . Activity This done through based model objective or diagnostic model come back so that Teacher Can identify weakness , establish direction and technique in accordance with characteristics Which owned in a way independent . This model can done especially for Teacher Which Already own level growth position Which Enough tall

Development source Power educator is something process planning , organizing , implementing , And control activity power Work start from recruitment until with pension in where process taking his decisions based on information need competence position and competence individual For reach objective institution education

E. Benefits Coaching , Training and Development

Coaching , Training and Development source Power educator Also give benefit for educator in a way No straight away , in matter 1) help For make decision Which more okay , 2) increase ability educator , 3) happen internalisation And operational factors motivational , 4) arise encouragement For increase ability , 5) increasing ability educator in overcome stress , frustration and conflict , 6) availability information various program development , 7) increasing satisfaction work , 8) increasingly big confession on ability educator , 9) arise attitude independent , 10) reduce afraid in face tasks new .

Furthermore benefit For organization , including 1) Increase productivity Work organization , 2) Realization harmonious relationship between superior And subordinates ,

example through delegation authority , 3) Taking decision Which more fast And right , because involve employee Which responsible in the field , 4) Increase Spirit Work all over employee with form high commitment , 5) Encourage attitude openness Which based managerial participative , 6) There is communication Which effective , 7) There is solution conflict in a way functional .

F. Room Scope Coaching , Training and Development

Room scope Coaching , Training and Development source Power educator , includes : (1) planning activity Study teach in accordance with strategy Study effective , (2) managing activity Study teach Which challenge And interesting , (3) evaluate progress Study students , (4) provide bait reverse , (5) make and use tool help Study teach , (6) utilise environment as source Study And media teaching , (7) guiding and serving students who experience difficulty study , (8) manage class so that created atmosphere Study Which conducive , And (9) compile And manage notes progress child .

With thereby development source Power educator is effort repair weakness , what was done to subordinates (incl educator) , refers to interest organization . Development source Power educator refers to duties and responsibilities answer For increase process quality Study teach .

Conclusion

From the description above can concluded that benefit from development source Power educator is as effort in increase quality learning , improving professionalism as educator , prepare ability in face challenge change , improve knowledge with do collaboration and exchange knowledge between educator through seminars, conferences , discussion forums , sharing experiences , ideas, and

practices best , so this can be help empowering source Power educator optimally on something institution or Educational organizations so that vision And mission institution the can materialized optimally , accordingly with hope And appropriate time .

From results study This, researcher recommend to researcher furthermore For study more in about development source Power educator in accordance with theme the discussion

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