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Human Resource Management Development Reviewed from the Competence of International Special Class (KKI) Students of UINSI Samarinda.

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A B S T R A C T

In the current era of globalization, education plays a very important role in improving and developing the quality of human resources, one of which is in tertiary institutions. This study aims to analyze human resource management in terms of increasing the competence of special international class students won Samarinda whether it is running well or not. This study uses a qualitative type, data collection techniques through primary data sources obtained from observations, interviews, documentation and in the form of journals, articles, other relevant literature as secondary data sources. This study uses a descriptive approach and analyzes data through data condensation, data presentation and conclusions. The results of this study are that in improving the competence of KKI UINSI Samarinda students through human resource management it has been well implemented as evidenced by the lecturers who teach at KKI are selected and professional lecturers who have high intellectuals, as well as training, guidance, strengthening foreign languages and various other KKI student skill improvement activities. However, the implementation is not efficient because there are still several obstacles such as lack of support from supervisors in the development of foreign languages or other competencies and the facilities provided to support increasing student competence are incomplete. This will be an evaluation of KKI managers, especially in human resource management so that in the future it can be even better in increasing the competence of KKI UINSI Samarinda students to achieve the planned goals.

Keywords: Management, Human Resources, Competence, Students.

INTRODUCTION

In this era, Indonesians have entered an era of globalization that is increasingly developing and modernizing which is filled with challenges, demanding that all Indonesians become more high-quality human beings with broad insights and diverse skills. Along with the development of science and technology, every organization or institution must be able to implement, utilize and manage what is in it as well as possible. Related to these developments, the implementation of various efforts carried out by organizations or institutions must be able to be in line with existing developments and progress. That way the task of the workers carried out is increasingly difficult and requires specific abilities and skills, to ensure that each field of workers is carried out in accordance with the planned goals. (Krismiyati 2017)

In institution, it must have human resources because human resources are one of the elements of education. Human resources are the most important asset in an organization or institution, every human being has different abilities, skills and creativity. All these abilities, skills and creativity will not be able to run optimally in the absence of human resource development. Human resource development aims to improve the quality of work, skills, work productivity and knowledge of its employees in accordance with the wishes of the company. (Miftahuddin, Rahman, and Setiawan 2018)

An institution requires the important role of human resources in running, regulating, controlling other human resources. If the quality of human resources owned is high, then the quality of results at an institution will be higher as well. Therefore, good and quality human resource management is needed in order to create reliable human resources with good and professional human resource management arrangements, which are expected to be able to carry out their duties and obligations and responsibilities properly and professionally. (Amirudi 2022)

Human resources must be maintained because they are the main elements of education rather than capital, technology and money, human resources have a relationship with productivity, namely the ability to do work to obtain something. An institution can run various activities to achieve a goal because of the input of human resources and good control or control. (Annalia 2020) In the current era of globalization, educators play a very important role in improving and developing the quality of human resources. The success of educators is also determined in providing quality services and learning to students. One of the concepts of human resource management in higher education can provide satisfaction to students, where the concept has three main principles that are used as a reference in advancing the performance of a university, namely first, the existence of a determination to improve the quality of university services gradually and continuously in preparing all students to face competition in the world of work. Second, there is a need to improve and improve the teaching and service system in a

sustainable, effective and efficient manner. Third, make changes in higher education and involve the community to participate in advancing a university. (Sari 2021)

The emergence of sophisticated objects and tools due to the growing era will certainly affect the world of education. These sophisticated objects or tools can be a challenge for educators in developing human resources. Because these tools can have a positive impact and a negative impact, including the internet. So that the purpose of education today is not enough just to provide faith, knowledge, skills, but must be able to direct to make students creative, productive, innovative, and independent because today it is full of competition and misuse of technology carried out by irresponsible individuals. So that technological advances, especially in the world of education, must be used and utilized as well as possible, both educators and students. (Indah et al., 2018)

The development of human resources is closely related to the quantity and quality of knowledge possessed, this is very important because human knowledge has a basis for action and can improve the quality of life. Therefore, existing human resources should be developed in such a way as to achieve well-being in both an organization and an educational institution. (Mukhlison Effendi 2021)

In achieving success in an institution or organization requires the support of human resource management, Management comes from the English language management and to manage which means to take care of. Then it developed into the art of getting done though people which means the art of getting work done through others. Management is the science and art of organizing the process of utilizing human resources and other resources effectively and efficiently to achieve already planned goals. Human resources are productive individuals who work as drivers of an organization, be it within institutions or companies that function as assets so that they must always be trained and developed their abilities. (Eri Susan 2019) One of the characteristics of human resource management in today's globalization era is being able to work quickly and precisely, being able to take advantage of free time with useful activities and helping to make an institution or organization successful. (Dwiyanto 2017)

When an organization loses good human resources, it will take time and money for an institution to recruit and train new HR to replace the lost HR. Therefore, human resource management is needed, one of which is to manage and maintain existing human resources. Human resource management plays a role in managing HR as effectively as possible so that organizational goals can be achieved, it is necessary to have an HR management function consisting of first, procurement is one of the important operational functions that must be able to identify the availability of new human resources by considering the willingness of the organization's human resources and the workload borne, the quality needed and the HR experience that supports the achievement of institutional goals. Procurement includes job analysis, recruitment, selection, HR placement and internal mobility. Second, development includes training and preparing new HR to perform their assigned roles, providing training opportunities in appropriate fields, and preparing management prospects and providing

feedback to all HR. Third, compensation is the pay that HR receives in exchange for the work they do, compensation includes salary and benefits. Fourth, integration, namely combining the entire system with existing human resources and aligning HR interests individually and institutionally. Fifth, maintenance includes supporting health, comfort of human resources, and good welfare physically, socially, and psychologically by providing a place to eat, rest room, counseling and so on. Sixth, termination of employment, namely if it has been laid off, it also terminates the rights and obligations of human resources to the organization. The main objective of human resource management is to ensure that all human resources in an institution are in the right container to help achieve the goals of an institution. (Hall, Hanoum, and Prihananto 2022)

Human resource management is a field of management that specifically studies the relationship and role of humans in an organization or company. Human resource management is very important in an institution or organization because a person has different characteristics so in this case there are certainly many challenges that will and must be faced. One of the institutions is a university that is very necessary in improving the reputation of the college as much as possible so that good, professional, effective and efficient human resources are needed. Emphasis on the development of human resources from the organization, humans are part of the organization so that its development will involve several factors, including education and training. (Gunarto and Paizurahman 2021)

The process of achieving these goals requires efforts that can help improve abilities and skills, one of the efforts that organizations or institutions can do is to develop human resource management. Human resource development is related to the availability of opportunities and learning development, creating training programs that include planning, organizing, and evaluating. Human resource development can be defined as a set of systematic and planned activities designed to facilitate its employees with the skills needed to meet the demands of the work both currently and in the future. Human resource development is formed from four dimensions, namely education, work experience, technological skills and abilities. While the indicators in developing human resources consist of three indicators, namely motivation, personality and skills. (Yosepa, Samsudin, and Ramdan 2020)

First, motivation is the mental impulse that is the basis and reason for carrying out an activity. In motivation there are various things, namely motivation for giving achievements and real contributions in an activity, motivation for power to encourage and influence others, controlling and manipulating the environment, affiliated motivation, namely impulse to relate to others and to be liked by others, Motivation and performance of every human resource contained in a university is very important to maintain for the sake of sustainability achievement of college goals. In a university, human resources are the heart of the university to keep it running, so it is very important to improve performance and provide motivation in every lecturer in the college. Second, personality is an attitude, a trait possessed by people who vary from one to another. Personality is concerned with values, norms and religion. Third, skills are skills in completing tasks, educational staff or lecturers must have good skills

according to their respective characters. (Krismiyati 2017)

Higher education as a forum to produce future generations who are educated, which must prepare student graduates who are ready to use and ready to work both for themselves, society and the nation. Professional college graduates must be equipped with professional skills and have ready-made areas of expertise so that they can be applied in the real world and community environment. To face job competition, universities must also facilitate to be able to practice their skills, one of which is by job internships or developing other competencies. All of this is done, one of which aims to improve student competence for the progress of a university and this nation. (Lucky Radi Rinandiyana et al. 2021)

As for before conducting this study, researchers review the relevant research first.

1. Human Resources

Human resources are productive individuals who work as drivers of an organization, be it in an institution or a company. It serves as the most important asset, so it must be continuously trained and developed its capabilities. Human resources are the most important source and always exist in an organization, both institutions and companies in achieving planned goals.

The definition of human resources is generally divided into two, namely macro in terms of the number of people in the productive age in an area or residents in a country that have entered the age of the labor force, both those who are already working and those who have not worked. Micro human resources are in the narrow sense of individuals who work in an institution or institution, or can be said to be individuals who work and become members in an agency or institution which is usually referred to as employees, laborers, employee workers, labor and others. (Eri Susan 2019)

Human resources in an educational organization require good management and development in an effort to improve their performance in order to contribute to the achievement of goals, thus human resources in education include first, educators consisting of educators, examiners, teachers or lecturers, and trainers. Second, educational functional personnel include supervisory owners, researchers and developers in the field of education and librarians. Third, educational technical personnel consist of reports and technical learning resources. Fourth, the management of the education unit includes the principal, director, chairman, rectorate and leaders of the out-of-school education unit. Fifth, other personnel such as overcoming managerial and administrative problems of education. (Thoif and Hill 2020)

2. Human Resource Management

Human resource management is the development and utilization of personnel or employees for the effective achievement of the goals and objectives of individuals, organizations, communities. Meanwhile, from a micro point of view, it is explained that human resource management is the withdrawal, selection, development, use and maintenance of human resources by the organization. (Gunarto and Paizurahman 2021)

Human resource management has the task of managing everything about humans as well as possible to get a good workforce in carrying out their duties. The task of human resource management has the first three functions, namely the managerial function consisting of planning, organizing, processing and controlling. The second function is operational, consisting of procurement, development, competence, integration, maintenance, and termination or termination of employment. The third function is to achieve the objectives of establishing a well-structured corporate organization. (Suspahariati 2021)

3. Student Competencies

Theoretically, competence is an ability to carry out or perform a job or task based on skills, knowledge and supported by a professional work attitude. So it can be interpreted that competence is a skill or knowledge that is characterized by professionalism in a certain field and is considered something important as the flagship of the field. Higher education is one of the places to produce a good future generation, this can happen if every student has good competencies and is developed as well as possible, in this case it is the university that must support and continue to advance the competence of each student both in terms of academics and skills in order to achieve common goals.

The definition of academic program development is a systematic effort made by universities in the realm of organizing and strengthening the role of seta function as a higher education institution. So that universities play a very important role in advancing the life of the nation and state because an intelligent and dignified nation is a nation organized by good science and technology. Therefore, academic development is one of the important steps for a university in order to advance the university. In this case, efforts or improvements that can be made are strengthening the capacity of lecturers, utilizing funding, student capacity, and various other stakeholders. (Lucky Radi Rinandiyana et al. 2021)

RESEARCH METHODOLOGY

This research is included in the qualitative type through a descriptive approach, the definition of qualitative research focuses more on the description of sentences containing meaning and understanding that are closely related to certain elements or values, prioritizes process over measurement, deciphers descriptive words about a phenomenon under study, aims to describe the object of research or the results of the research carried out. This research was conducted at the Sultan Aji Muhammad Idris Samarinda State Islamic University to obtain results on the development of human resource management by reviewing the competencies of international special class students.

Data collection techniques through primary data sources obtained from the results of observations, interviews, documentation carried out by researchers on international special class students of Sultan Aji Muhammad Idris Samarinda State Islamic University, and in the form of journals, articles, other relevant literature as secondary data sources. The subjects of this study were international special class (KKI) students of UINSI Samarinda semesters 1, 3

and 5 with a total of 50 people. In this study, the main sample was 3 people using the data validity technique, namely triangulation of data sources. Data analysis techniques through data condensation, data presentation and conclusions.

RESULTS & DISCUSSION

The most important source in an institution or organization is humans, therefore humans have a very important and strategic role in achieving the goals of the institution or organization. Human resource management is a process carried out to form motivation and build human resources as an effort to support the activities of an organization or institution in achieving its goals. Human resource management is the activity of planning, organizing, coordinating, implementing, supervising, holding, developing and always paying attention to employees as a step in achieving the goals of an institution or organization. As for what must be done and considered in human resource management, namely:

First, planning is an activity of preparing an effective and efficient workforce to meet the goals of an institution. Second, organizing is an activity of organizing all employees by assigning them to a job that is felt to be able to carry it out properly and various other fields such as labor relations, granting authority, integrating and coordinating in the organizational structure. Third, briefing is an activity to provide direction to lecturers in order to form an efficient and effective cooperative relationship in achieving the goals of the institution. Fourth, control, is the activity of controlling the workers to comply with all forms of regulations and be able to cooperate properly in accordance with the plan that has been made. Fifth, procurement is the activity of attracting, selecting, placing and orienting. Sixth, development is an effort to improve skills in terms of engineering, theory, conceptual, character and behavior of lecturers through the provision of education and training.

Seventh, compensation is something that the leadership gives to lecturers as a form of repayment either directly or indirectly. Eighth, integration is something that is done to unite the interests of the institution with its subordinates for the sake of good cooperation and mutual benefit from each other. Ninth, maintenance is an activity carried out to improve physical, mental, and loyalty conditions. Tenth, discipline, which is an activity that must be carried out with discipline by all parties in human resource management to achieve maximum goals, is the most important function and is the key to the realization of goals, because good discipline is difficult to realize. Discipline is the desire and awareness to comply with the rules of an educational institution and social norms. (Eri Susan 2019) Eleventh, dismissal is an activity of termination of cooperation between the institution and its subordinates that can occur due to the wishes of the institution or lecturer, expiration of the employment contract and retirement. (Suspahariati 2021)

Human resource management in universities is very necessary in arranging educational tools to achieve goals so that human resources must be of high quality in a university. The quality of educational resources in an institution will determine the success of the institution by doing good management in improving these resources. All activities in such management must be in

accordance with the established plan, since planning is the core of the management carried out by the institution. With this planning, the human resources in each institution can be utilized as well as possible in making every decision so that they can use human resources usefully and successfully. (Hengki Primayana 2020)

Higher education is one of the forums to develop individual abilities that can become a center for the implementation, development of education, maintenance, coaching, development of science and technology. Many people want to continue their education and to gain more insight and knowledge after they graduate from school, then a university or a college Tinggi is one of the places and targets for people to continue their education to a higher level. Human resource development is one of the areas of general management which includes planning, organizing, implementing and controlling. In order to improve the performance of lecturers, various efforts are made by leaders to improve the performance of their subordinates, so the leaders evaluate the human resource management carried out at a university institution. (Gadzali 2018)

Human resource management in higher education becomes a concept, fact and idea of a group, campus community or personal. More emphasis is placed on the intricate parts of a lecturer as an ordinary human being as well as a group of intellectual society. Human resource management in universities is more focused on work in terms of taking care of all the potential of lecturers or minimizing the various shortcomings they have, so that in the end university human resource management is able to produce a professional lecturer profile in accordance with the mandate it gives, developing the tri dharma of higher education. Being lecturers is not only good at delivering lecture materials, but they are also required to be able to professionally conduct various scientific researches and become smart lecturers with community service and good personalities.

The success of a college is determined by the quality of human resources. Along with the development of the times and increasingly competitive competition as a result of technological advances, changes in people's mindsets, every university needs human resources with superior and good competencies. The key to achieving good and optimal higher education performance is the competence and performance of human resources in achieving the vision and mission of university employees requiring competent and professional human resources related to the ability of each employee to carry out tasks, including in making decisions in accordance with the expertise, abilities and knowledge they have related to their role in a university. (Hendriyaldi and Yanti 2021)

Lecturer development program, lecturers are the main human resources in a university because they are directly related to students in the lecture process. The quality of learning, the quality of research results and the success of programs related to community empowerment are largely determined by the competence and adequacy of the number of lecturers. By looking at the current conditions where some study programs still lack lecturers, the increase in the number of lecturers still needs to be done in addition to improving the quality of

lecturers. (Hendriyaldi and Yanti 2021) Students' perceptions of human resource management are currently growing rapidly and have a clear perception that is also positive because they rely more on social media, mobile technology, and human resource applications, making it easier for lecturers and institutions to achieve goals that have been designed together. (Alwy 2022)

Students are expected to be able to get to know their learning environment directly with various problems that occur. If the problem has been found, students will be able to think and try to find a solution to the problem. (Nugraha et al. 2018) Being a student must also be smart in order to see what opportunities are around him to improve his abilities, such as increasing his academic knowledge or creativity in the field of sports and others, therefore universities must be able to help and provide a forum and be able to improve the competence of each student in order to produce graduates who are professional and have good skills. (Lutfia and Rahadi 2020)

To find out whether human resource management has gone well on a campus, researchers conducted research by interviewing students of the international special class (KKI) UINSI Samarinda. International special class students have differences from other regular students. This research is interesting because the burden is borne by international special class students more with the existence of additional courses that must be carried out by all KKI students but does not make them neglect their duties and obligations as students. In this case, with the existence of additional courses and some of the advantages that exist in special international classes, students are expected to have superior competencies because. Before they are declared to be admitted to the International Special Class, they have also gone through several tests held by the campus academics and the manager of the International Special Class. With the existence of international special classes, it must have the benefit of the existence of international special classes, namely in order to help increase the accreditation of faculties, study programs, and campuses so that improving human resource management is very important in improving the competence of students in it, one of which is with the presence of additional courses. The interview results were obtained from informants of KKI students in semesters 1, 3 and 5. Through the results of the interview the researcher has deduced the answers from the informants and got the following results:

Table 1 Interview Infomation

Name	Semester
Muhammad Rizky	I
Ahmad Faishal Sholihuddin	III
Hadinata	V

First, it is related to the effectiveness of lecturers teaching in special international classes. The lecturers in the KKI class are selected lecturers and have superior competence as evidenced by the way they teach and the material presented is able to influence their students and

judging from their excellent position and study history, and is very trusted in providing knowledge or transferring knowledge to their students. However, its effectiveness in learning is still uneven because some of the lecturers are rarely present for several reasons that require not being able to attend lectures during the course, causing learning to be less effective because the meeting time will be reduced and students were unable to study directly with the lecturer at that time.

Second, regarding the management of human resources in special international classes has a major influence in improving the competence of their students, it is seen that KKI students can support each other in achieving a learning both in terms of cognitive, effective and psychomotor. International special class students are also often involved in training, guidance, and various student skill improvement activities so that it greatly affects the formation of character, knowledge, skills that are more advanced than others.

Third, regarding which human resource management in the international special class has been carried out properly or not. From the results of the interview that has been concluded, it can be seen that it has been carried out well but has not been effective because there are still some lecturers who are often unable to attend the course because there is something or certain tasks so that some lecturers are unable to enter the classroom, Then some systems where the configuration is only a plan and has not been implemented or run because it is constrained by several reasons such as incomplete facilities and so on and there are still many hidden human resources from KKI students who have good and great potential but cannot be channeled properly due to the lack of support from supervisors and facilities provided.

Fourth, related to the advantages and disadvantages of human resource management in KKI. The advantages can be seen from KKI always providing special improvements to important points that support lectures and the development of general skills of its students. KKI also provides support and direction to students who want to improve their abilities related to the world of lectures. There are trainings such as writing scientific papers, public speaking and others which are only devoted to KKI students and senior lecturers who teach at KKI. As for the shortcomings from the interview results, it can be concluded that there is no room or place to support the improvement of interest skills, talents of KKI students in particular. lack of supervisors to explore the potential of KKI students personally. The management system has not been specifically directed, for example, there is no specificity of students who lean towards one of the English or Arabic languages so that KKI students must learn everything simultaneously and cause ineffectiveness and learning that tends to be monotonous during learning.

CONCLUSION & SUGGESTIONS

From the results and discussion above, it can be concluded that the management of human resources in the international special class of UINSI Samarinda in improving the quality of student competencies has gone well as evidenced by the quality of resources of selected

lecturers who teach at KKI are very professional and have superior competence in teaching, but the effectiveness in the learning process It is still uneven because there are still some lecturers who are unable to do so when the course takes place. Human resource management at KKI has a major influence in improving the competence of its students, such as KKI students are often involved in training, guidance, and various student skill improvement activities so that it greatly affects the formation of character, knowledge, skills that are more advanced than others. However, still human resource management at KKI has not been fully implemented because the management system is only a plan and has not been running or there are still many hidden human resources from hidden KKI students who have good and great potential but cannot be distributed properly due to lack of support from supervisors and the facilities provided are not adequate. However, the human resource management that has been implemented at KKI has a great advantage, namely providing special improvements to important points that support lectures and the development of general skills of its students. KKI also provides support and direction to students who want to improve their abilities related to the world of lectures. There are trainings such as writing scientific papers, public speaking and others which are only devoted to KKI students and senior lecturers who teach at KKI and others. This is an impetus so that human resource management specifically at KKI UINSI Samarinda in the future will increase and be even better in helping to produce students who are competent and have good skills in their respective fields.

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