



The Concept of Education Personnel Management in Educational Institutions

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Abstract. The objective of this study is to expound upon and provide an explanation of the concept of educational workforce management in Islamic educational institutions. The research approach employed is literature research, where relevant and reliable sources are utilized to gather the necessary information. These sources include books and online scholarly articles (journals). The findings demonstrate that educational workforce management encompasses a range of activities, such as establishing norms, standards, procedures, recruitment, development, administration, well-being, and termination of employment for educational personnel in Islamic educational institutions. The primary goal of educational workforce management is to effectively and efficiently utilize educational personnel to achieve optimal outcomes in alignment with the institution's objectives. There are four key stages involved in educational workforce planning. Firstly, planning to meet future needs; secondly, planning to maintain future balance; thirdly, planning for recruitment, selection, and termination of employment; and fourthly, planning for workforce development. Workforce development entails a series of steps, including identifying needs, defining objectives, designing program content, applying learning principles, implementing programs, and evaluating program execution. By carefully and effectively implementing development programs through these stages, it is anticipated that the specific goals of these activities can be successfully realized.

Keywords: Management, Education Personnel, Educational institutions.

1. Introduction

The impact of the globalisation era has caused significant changes in every aspect of people's lives, and the development of science and technology is one of the things that has been most affected (Dewi, 2019). In this modern era, a shortage of manpower in a country will be the cause of underdevelopment and even potentially have a detrimental effect on the ongoing globalisation process. This is because the rapid role of technology is needed to facilitate aspects of education that must innovate in today's digital era (Nofrianti & Arifmiboy, 2021).

Education is a pillar of continued human resource development Khotimah, (2022). An essential first step in building a successful and effective national education system is to properly implement education personnel administration at the national level. The quality of learning is strongly influenced by the professional quality of staff performance educators, therefore efforts to improve the professional capabilities of staff educators in carrying out the learning and teaching process through supervision assistance, it is necessary continuously receive professional attention and assistance from the insurer answer education. (Suandi et al., 2023)

Management Of Educational Personnel

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Table of Contents Management Of Educational Personnel

1. Understanding the eBook Management Of Educational Personnel
 - The Rise of Digital Reading Management Of Educational Personnel
 - Advantages of eBooks Over Traditional Books
2. Identifying Management Of Educational Personnel
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Management Of Educational Personnel
 - User-Friendly Interface
4. Exploring eBook Recommendations from Management Of Educational Personnel
 - Personalized Recommendations
 - Management Of Educational Personnel User Reviews and Ratings
 - Management Of Educational Personnel and Bestseller Lists
5. Accessing Management Of Educational Personnel Free and Paid eBooks
 - Management Of Educational Personnel Public Domain eBooks
 - Management Of Educational Personnel eBook Subscription Services

- Management Of Educational Personnel Budget-Friendly Options
- 6. Navigating Management Of Educational Personnel eBook Formats
 - ePub, PDF, MOBI, and More
 - Management Of Educational Personnel Compatibility with Devices
 - Management Of Educational Personnel Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Management Of Educational Personnel
 - Highlighting and Note-Taking Management Of Educational Personnel
 - Interactive Elements Management Of Educational Personnel
- 8. Staying Engaged with Management Of Educational Personnel
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Management Of Educational Personnel
- 9. Balancing eBooks and Physical Books Management Of Educational Personnel
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Management Of Educational Personnel
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Management Of Educational Personnel
 - Setting Reading Goals Management Of Educational Personnel
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Management Of Educational Personnel
 - Fact-Checking eBook Content of Management Of Educational Personnel
 - Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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