

## Recruitment strategy and selection of lecturers in improving the quality of Education at the University of KH. A. Wahab Hasbullah

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### **ABSTRACT**

*this study aims to describe the planning process of recruitment and selection of lecturers yang in force at the University of KH. A Wahab Hasbullah as well as inhibiting factors and supporting strategies for recruitment and selection of lecturers in improving quality at the University of KH. A Wahab Hasbullah, to achieve the objectives in this study, the researcher must get off the spaciousness, collect research data, as well as perform data analysis during the research process. the approach used in this study is a qualitative approach with this type of research is descriptive qualitative. To complete this research, the researchers sought data from various sources related to the strategy of recruitment and selection of lecturers in improving the quality of Education at the University of KH. A. Wahab Hasbullah, among them are: observation, where researchers conduct research directly to the location. Interview resource persons consist of head of Personnel, lecturers and staff. In addition, data is also obtained from documents. Documents related to the profile of the University of UNWAHA Tambak Beras Jombang. Overall, universities need to consider the supporting factors and overcome the inhibiting factors in the process of recruitment and selection of faculty. This is important to ensure that the university gets qualified lecturers and in accordance with the needs and has a commitment to improving the quality of education at the University of KH. A. Wahab Hasbullah Jombang.*

**Keywords:** *recruitment; selection; strategy; etc.*

### **Introduction**

Quality of educational services at the University of KH. A Wahab Hasbullah can be further improved by utilizing human resources, the results of this study concluded that the recruitment and selection of human resources in educational organizations have an important role, as well as in order to obtain qualifications in accordance with their fields. (Nurmasiyah et al. 2023), Human resource management must be programmed and comprehensive (Halisa 2020).

According to Mathis & Jackson 2012 in his journal recruitment is an activity of collecting a number of applicants who have the appropriate qualifications required by the company, to be able to work in a company (Halisa 2020) And Selection is part of operational personnel management material, namely acquisition, meanwhile Acquisition itself consists of planning, recruitment, selection, placement and production. The selection process is a specific step used to decide which candidate is accepted. The process begins with job seekers and ends with the acceptance decision. (Kurnia and Santoso 2018).

This process begins when applicants are needed and ends when their applications are submitted or collected. The result of the process is a set of prospective new employees to be selected and selected. Recruitment can also be said to be a process to obtain a number of qualified human resources (employees) to occupy a position or job in a company (Putri et al. 2021)

According to Sandela, in 2019 in the journal (Nazil 2023) Teaching staff are the key to educational success within the University, recruitment has a very important role, which is related to the role of human resource management (HR), which cannot be separated from HR practices. According to Khandekar and Sharma 2005 in their journal (Syafiq Aulia 2018). Recruitment is the process of attracting people at the

right time, in sufficient numbers, and with decent requirements to fill vacancies in the organization (Putri et al. 2021)

By knowing how the process of planning the recruitment of lecturers at the University of KH. A Wahab Hasbullah?, How is the process of recruitment and selection of lecturers to improve the quality of Education at the University of KH. A Wahab Hasbullah?, Describes the inhibiting factors and supporting strategies for recruitment and selection of lecturers at the University of KH. A Wahab Hasbullah?. Therefore, evaluation to improve the performance of lecturers is very important to support the progress of the University of KH. A Wahab Hasbullah himself and menunjannng achievements yangdiperoleh by students, the professionalism of lecturers and education personnel must be continuously improved, especially through increasing the competence of lecturers and education personnel, especially in the selection and recruitment of lecturers who require meeting the requirements that should be in every university.(Sinambela et al. 2017), because recruitment is important in the procurement of Labor, if the recruitment is successful, many applicants will automatically submit their applications to the company(Efendi and Winenriandhika 2021).

Thus lecturers who have professional competence and can certainly also have social, personality and pedagogical competence.(Sugiyanto, Slamet, and Sugiyono 2016), Recruitment Pattern According to UU Republik Indonesia No.14 of 2005 concerning Teachers and Lecturers, it is formulated that in Ch V(Dewan Perwakilan Rakyat Indonesia 2005).

There are three strategic processes according to Crown Dirgantoro (NYOMAN PUTRI NOVITASARI 2019): Strategy Formulatition, Strategy Impelemented, Strategy Evaluation.

## **Methods**

Research is an activity aimed at investigating the circumstances, reasons for, and consequences of a particular set of circumstances, either a phenomenon or a variable. (Nazir 2003). Meanwhile, qualitative research is specifically interpreted as a particular tradition in the social sciences which fundamentally relies on observation, people and their own regions, and the relationships between people in their language and terminology. (Keirl dan Miller dalam Moleong, 2004), Qualitative research has the aim of explaining a phenomenon in as much depth as possible by collecting as much data as possible (Sa'adah 2023).

the study was conducted at the University of KH. A. Wahab Hasbullah Jombang. This study uses a qualitative approach, data collection techniques in this study using observation, interviews, documentation, qualitative Data comes from the language and is needed for a detailed exploration of feelings, impulses, emotions, and subjective understanding of the respondent's social situation at a particular time(Rofiah 2022).

the approach used in this study is a qualitative approach while this type of research is descriptive. Qualitative approach that aims to obtain knowledge that can be used in describing a symptom or phenomenon that occurs in the field (Vaspintra 2022). Data analysis technicalsaccording Sugiyono "technical data analysis is the process of systematically searching and menyusun data obtained from interviews, observations and documentation by organizing data into categories, describe into units, arrange into patterns, choose which are important and which will be studied, and make conclusions so that young understood by themselves and others." others "(Srirahmawati 2021), Apart from that, qualitative data analysis can take the form of examining the validity of the data based on certain criteria, namely on the basis of trustworthiness, transferability, dependability and certainty (discoveries really come from data, not emphasizing the researcher's knowledge in conceptualization),(Rijali 2018)

## **Recruitment planning process**

The planning process of recruitment and selection of lecturers at the University of KH. A. Wahab Hasbullah Jombang: analysis or identification of the needs of educators, analysis conducted by the head of personnel with the head of the department that requires new lecturers; meeting before the planning time for the recruitment and selection process; Head of personnel explained that the planning time was 2 weeks before the opening of the reksutmen and selection; determine the formulation of qualifications, determined University Kh. A. Wahab Hasbullah Jombang discussed at a meeting with the head of the study program who proposed new lecturers, qualifications will be made in accordance with field conditions so that they will be on target with realistic needs.

The process of recruitment and selection of lecturers at the University of KH. A. Wahab Hasbullah Jombang will be carried out: first is not a routine, usually the implementation is carried out at the end of the semester

and still see the needs of the faculty; the process of disseminating information on the opening of lecturer recruitment carried out by the University of KH. A. Wahab Hasbullah Jombang through social media, namely WhatsApp, Instagram and telegram; the stage of recruitment and selection of lecturers, this stage there are 4 stages, namely: 1) file Selection, 2) interviews, 3) Micro Teaching, 4) academic potential Tests. By conducting this needs analysis, the university can determine clear criteria for the desired prospective lecturers.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"For the committee does not exist, because there is already in charge of that is the field of personnel"*

However, the statement stated that there was no formation of a special committee for the recruitment process of lecturers at the University of KH. A Wahab Hasbullah. Rather, the task is already held by the personnel area in charge of recruitment. Although there is no separate committee, but there may be a team or staff who have special responsibility in handling the recruitment process of lecturers under the auspices of the field of personnel.

Requirements and procedures for registration of prospective lecturers at the University of KH. A Wahab Hasbullah must meet a number of requirements which include:

1. According to requirement:

Prospective lecturers are expected to have qualifications that match the needs of the university, perhaps in a particular field or program of study.

2. Gelar S2 linear:

Academic requirements involve a minimum of S2 degree and in line with relevant scientific fields.

3. No NIDN yet:

Prospective lecturers should not have had a national lecturer Identification Number (NIDN) before, possibly to give a chance to new ones.

4. Ready to work and obey the rules:

In addition to academic qualifications, a positive work attitude and strict adherence to university regulations are also important requirements.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30

*"So the managing staff remains but we involve several parties such as vice rector for Academic Affairs"*

As for the authority of the University KH.A Wahab Hasbullah in recruiting lecturers at the University of KH. A Wahab Hasbullah starting from the recruitment process of lecturers at the University of KH. A Wahab Hasbullah is entirely controlled by the civil service, but involves several other parties, most notably the vice-chancellor for Academic Affairs. This shows that decisions related to the recruitment of lecturers do not only depend on one party, but involve cooperation and supervision from various levels at KH University. A Wahab Hasbullah, the vice rector for Academic Affairs has an important role in this process, especially in faculties that need new faculty candidates.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"Of course there is, for the academic potential test how much value, the interview leads to where it will certainly later be depicted yes, the most important thing is to NU an Yes because back again the background kit Aini NU carries the name mbah Wahab"*

The lecturer recruitment process is implemented with a series of stages involving academic potential tests. In this stage, the value of the academic potential test becomes one of the assessment parameters. In addition, the interview also has a significant role in the selection process, focusing on certain aspects that may be reflected in the interview process. The importance of the relationship with Nu (Nahdlatul Ulama) and the name of Mbah Wahab shows that the background of membership or involvement with NU is an important consideration in the selection of lecturers.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"The first we make an announcement of open recruitment, then we share we wait usually 1 Week for our appropriate selection, then those who pass we send a reply letter for an interview and do 3 tests, namely interview, micrhoteching and academic potential test"*

Efforts to ensure the implementation of the appropriate recruitment process:

1. Open recruitment announcement: the initial step involves an open announcement to attract potential

candidates.

2. File selection: this process includes the file selection of candidates who have applied, with a waiting period of approximately one week.
3. Reply Letter for interview: candidates who pass the file selection receive a reply letter to attend the interview.
4. Three Tests: the implementation of three tests, namely interviews, microteaching, and academic potential tests. This process is designed to provide a thorough overview of the candidate's abilities and qualifications.

This effort aims to ensure that the recruitment process is carried out in a structured and objective manner. These steps involve open communication, selection based on established criteria, and the use of various types of tests to measure the ability and academic potential of prospective lecturers.

Stages Of Recruitment Of New Lecturers:

1. Dissemination Of Information:  
The first step is to disseminate recruitment information as widely as possible. This can involve the use of a variety of media, including social media, university websites, and announcements in strategic places.
2. Needs Analysis:  
Before or at the same time with the announcement, a needs analysis is carried out to determine the position and number of lecturers required. This factor may involve consideration of the course of study or other specific needs.
3. Registration File Collection:  
Prospective lecturers are expected to submit registration files in accordance with the requirements set by the University.
4. File Selection:  
The registration file of prospective lecturers is filtered to select candidates who meet the requirements.
5. Interview Call:  
Candidates who pass the file selection are called to participate in an interview, a more in-depth stage to get to know more about the candidate's abilities and personality.
6. Test Execution:  
This process includes the implementation of tests that can involve various methods, such as academic potential tests, microteaching, and other tests as needed.
7. Decision and notice:  
Once the selection stage is completed, the university makes a decision and gives notice to the accepted candidates.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"Usually at the end of the semester but still we see the needs of prodi"*

The time of recruitment of new lecturers is usually at the end of the Semester in general, the recruitment of new lecturers is carried out at the end of the semester. It may be aimed that new lecturers can join at the beginning of the next semester. But tailored to the needs of the Study Program recruitment time can vary and be tailored to the needs of a particular study program or department. This demonstrates the flexibility of universities to adapt recruitment schedules to the dynamics of their academic needs.

### **Recruitment and selection improve quality**

To know the process of recruitment and selection of lecturers at the University of KH. A Wahab Hasbullah begins with an administrative stage, where candidates must pass an administrative selection first. After that, they are called to undergo an interview, and followed by a test of academic potential.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"First must pass the administrative selection first, then we call for an interview, then in an academic potential test"*

Academic potential tests usually include several subtests or sections that measure various aspects of cognitive ability, such as logic, verbal reasoning, numerical reasoning, and spatial ability. Each subtest has questions designed to test participants' specific skills. In some cases, the TPA also includes specific aptitude tests, depending on the course of study of interest.

During the selection process, prospective lecturers are expected to have skills and abilities that match the needs of KH University. A Wahab Hasbullaah. As for improving the quality of Education at the University of KH. A Wahab Hasbullaah has started from the recruitment of lecturers, this criterion is a consideration to ensure that those selected are the best.

Based on an interview with M. Aliyul Wafa on October 31, 2023, at 12:30 am

*"Definitely minimal S2, preferred S3 or on going S3, then who already has a lot of experience in the field"*

The qualifications expected of prospective lecturers include a minimum of an S2 degree, with a preference for S3 or currently undergoing an S3 program. Experience in the field is also preferred, so candidates who already have extensive experience will have added value.

### **Inhibiting and supporting factors**

Factors supporting recruitment at the University of KH. A Wahab Hasbullaah :

1. excellent reputation owned by the University of Unwaha and has been widely known among the public
2. many relationships from alumni, especially Yayasan bahrul ulum tambak beras
3. good accreditation that has been received by various study programs at Unwaha University also contributes as a supporting factor
4. The quiet and supportive campus environment at Unwaha University is another factor that plays an important role in attracting applicants.

With a combination of these factors, the University of KH. A Wahab Hasbullaah managed to create a positive and attractive recruitment atmosphere, creating attraction for potential students. Involving good reputation, high accreditation, and a conducive campus environment, Kh University. A Wahab Hasbullaah built a solid foundation in running the open recruitment process.

1. Difficulties in getting adequate lecturers for some study programs may be one of the things that require more attention.
2. Time in the implementation of adjusting the testers

Despite this, it should be noted that these constraints, as a rule, have not reached significant levels or hindered the recruitment process as a whole. Despite being a particular challenge for some courses, the university continues to work to address this imbalance and ensure that each course can offer adequate teaching staff.

### **CONCLUSION**

Based on the results of research yang conducted at the University of KH. A. Wahab Hasbullaah Jombang can be concluded that the planning process of recruitment and selection of lecturers at the University of KH. A. Wahab Hasbullaah Jombang is done by analyzing the needs of educators, planning meetings before the implementation of recruitment, and determining the qualifications of lecturers. In addition, the process of implementing recruitment and selection is carried out at certain times and the dissemination of information is carried out through social media. The implementation phase of recruitment includes file selection, interviews, micro teaching, and academic potential tests. This university has several supporting factors such as the name of a well-known institution, many relationships, good accreditation, and a supportive campus environment.

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