

# Human Resources Management of Teacher Profession Education Program in Yogyakarta State University Indonesia

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## ABSTRACT

This study aims to describe the human resources management in the teacher profession education program for Teaching Shoolar at Frontier, Outer, and Remote Area (SM3T) at Yogyakarta State University within the context of human resources management principles.

Qualitative approach and phenomenology method used in this study. Data were collected through interviews and observations, with key informan were program organizer, head of study program, subject matter coordinator, and SM3T participants. The data analysis used interactive inductive model.

The findings showed that: (1) human resources planning run at university level as operational policy maker, organizer; the faculty level as mediator, coordinator, and facilitator; and at the study program as implementor; (2) teacher educator organizing occured at department level, by appointed a coordinator; and at faculty and university level was proceed and submitted proposed instructor to the ministry; (3) conducting assignment as learning instructor or internship coaching, as a team teaching; with prepared by socialization about the curriculum and teacher education program; and (4) Monitoring and evaluation are done in general by the university and LPPMP but has not been done specifically on lecturers.

Kata Kunci: *Human resources management, teacher profession education.*