

HUMAN RESOURCE MANAGEMENT IN CHILD-FRIENDLY SCHOOL (CFS) PROGRAM AT PUBLIC JUNIOR HIGH SCHOOLS 15 YOGYAKARTA

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ABSTRACT

This study aims to describe in depth the planning, recruitment, selection, placement, and development of Human Resources (HR) in the Child-Friendly School (SRA) program. The next objective is to explain in depth about the role of members and non-members of the core team of the SRA program at Public Junior High School 15 Yogyakarta.

This research uses descriptive qualitative method, intended to dig information into a description of meaningful research results. In-depth interviews were conducted to the principal and the SRA team as key respondents. Furthermore, other informants outside the SRA team were asked for information on hr management. Observations and documentation are carried out to complete and support the interview results. Researchers as the main instruments in the study are tasked with analyzing, synthesizing, and interpreting the information obtained. Supporting instruments consist of interview guidelines, observation, and document recording. Data validity checking techniques use informant reviews by conducting feedback on principals, child-friendly school teams, vice principals, teachers, education personnel, and students. The discussion was conducted to equalize the perception of data that has been obtained previously for the purposes of validity and feasibility of information. Triangulation is also used to check the validity of data i.e. sources, methods, and theories. Data analysis using interactive analysis model, starting with data collection and then reducing data, then presenting data, and finally drawing conclusions.

The results showed that: 1) The HR planning process was carried out jointly between the school leadership and the school development team, starting with analyzing human resources needs. 2) The SRA team is recruited by the principal through the school development team by internal deliberation. There is no specific selection, the principle of selection is fairness and equality because of the many programs of activities in junior high school so that it is done wisely in determining human resources and its placement in the SRA team in accordance with the skills and positions in the school. 3) Human resources development is formal and informal involving school leaders and external parties. 4) The role of each human resources in the SRA is in accordance with their position, position, and duties in the school.

Kata Kunci: *management, human resources, child-friendly schools*