

Human Resource Management Strategy in Improving the Quality of Teachers (A Study at the Department of Physics University Of Karachi)

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ABSTRACT

This study aims to determine the human resource management strategy in improving the quality of teachers in the environment of the Department of Physics University of Karachi. This research method is qualitative which is based on direct interview techniques with the teachers at Department of Physics. This reveals that conducting and participating in training, seminars, webinars and workshops on regular basis effectively enhance the potential of teachers by growing their understanding on the subject. In addition such well trained are more effective in motivating students for learning, and building relationships and networking with specialists working in industries, these linkages provide opportunities to students to have a positive impact on their learning and carrier building. Teaching independence to students and providing opportunities to students. Our results show that the HR management strategy is effective in improving the quality of teachers in the environment of Department.

Keywords: Human resource management, University Teachers

INTRODUCTION

Human resource (HR) is of extreme relevance for any organization in meeting its goals and targets. Effectively managed and high-performing human resources can significantly improve strategies aimed at achieving organizational progress. A key challenge that needs attention is the extent to which HR management can affect the trajectory and strategic orientation of organizational evolution. Strategies relating to HR underscore the need for comprehensive planning. Additionally the execution of strategies must align with the overall organizational strategy and should efficiently respond to changes in the external environment of the organization. This requires interpretation and adaptation by practitioners to ensure compatibility between human resource strategies and organizational plans. Human resource management strategies are concerned with the systematic patterns of decisions related to the implementation of HRs in the workplace (Tampubolon, 2016). Teachers are an integral component of human resource that facilitates the educational process for students. Teachers are dedicated support personnel assisting students during their University education (Jami et al., 2024). A number of roles and responsibilities are assigned to teachers in order to effective mentoring of students. To effectively address the needs of students, teachers must understand the diverse learning challenges ensuring individual attention on students. This is essential to their career development. It is equally important that teachers have commendable qualifications and competencies relating to the care of students under their supervision. Teachers are expected to provide diverse support and serve as role models for the students. The perspectives articulated by the accompanying teacher are often considered authoritative, even when considered wrong (Adawiyah et al., 2022). The role of teachers as special educators, research supervisors and mentors has evolved into a recognized profession, as they not only support students who face challenges in the educational process but also strive to establish themselves as effective workforce in the educational landscape. Their commitment is geared towards facilitating appropriate learning experiences with minimal interventions while assisting the educational

engagement of other peers (Fitriyah, 2018). To ensure a smooth learning process for students, it is essential to implement effective HR management strategies that will cultivate a cadre of qualified teachers. Education is an important aspect of the humanization process in human endeavors (Owa et al., 2023). The main purpose of education is to promote individual growth and to develop the potential inherent in each person. Moreover education is an inalienable right granted to every individual, including those with special needs. A student who requires unique interventions may face challenges that affect their learning and development. These students may experience barriers that necessitate tailored educational support, distinguishing them from the general student population. To address these challenges effectively, educational provisions must be aligned with the specific needs each student faces. Students requiring such support can be categorized based on whether their needs are temporary or ongoing (Artistia et al., 2024).

1. Students who require additional support may continue to benefit from specialized educational interventions designed to address their individual learning needs and promote academic success.
2. Students with temporary support needs, such as those affected by natural disasters, street-involved students, or students from migrant worker families, may require specialized educational services.

Variations in learning ability characteristics among students are as follows: 1) deficiencies in knowledge or skills; 2) Obvious forgetfulness of newly acquired knowledge or skills; 3) Challenges in preparing for learning activities; 4) Difficulties in maintaining concentration on academic tasks; 5) Issues relating to motivation and enthusiasm for learning or completing tasks; 6) Struggles with expressive and/or receptive language; 7) Deficiencies in social and problem-solving skills; 8) Limited independence and adaptability; 9) the impact of external factors in daily life, especially as a result of societal demands.

METHODS

The method used in this research uses qualitative methods. Qualitative method is a type of research aimed at understanding an event, such as behavior, incidents, and actions experienced by individuals. Qualitative research aims to obtain a complete picture of a matter according to the views of the humans under study (Sugiyono, 2020). Qualitative research deals with the ideas, perceptions, opinions or beliefs of the person under study and all of them cannot be measured by numbers. Qualitative research is also to understand research problems by collecting, analyzing, and reporting research results.

The informants in this research are the teachers. Data collection methods with observation, interviews and documentation review. Data analysis techniques by collecting information, data reduction, conclusions and data presentation.

RESULTS AND DISCUSSION

Research Results

From the results of interviews with all informants, it can be concluded that the human resource management strategy carried out by the Department of Physics in improving the quality of teachers, the Department of Physics organizes training for teachers to attend such as seminars, webinars on how teachers are more patient in dealing with Students, seminars on professional development, and of course those related to the industry and current trends as well as presenting their research papers at different conferences. In addition, the Department of Physics also provides opportunities for teachers to attend workshops on an ongoing basis. The purpose of the training is to develop the potential of teachers. teachers must be able to manage students, be able to understand students academic conditions, be able to arouse students enthusiasm for learning, help students build relationships, provide appropriate

treatment to students, and be able to reduce students negative behavior, teach independence to students and provide counseling to students. All of these things are facilitated by the Department of Physics as a form of carrying out human resource management strategies so that the quality of teachers is increasing. Because to become a teacher for students at such a prestigious department, teachers must have special skills and extraordinary patience compared to teachers who teach at other places. According to a Professor working at the Department of Physics, in the progress of an organization, quality human resources are needed. To get this, the Department conducts a fairly strict selection of individuals who want to become teachers. While another Professor at the department of physics was of the view that in hiring new faculty at the department required additional skills are needed like communication and presentation skills in addition to the subject expertise. Because the Department strives to provide the best for students and their professional development. Therefore, Department of Physics always evaluates and looks for strategies and implements these strategies so that its human resources, in this case the teacher, are of higher quality. In addition, the Department of Physics also provides continuous appreciation and encouragement to teachers so that they are not easily bored in carrying out noble tasks for students. Department of Physics also tries to provide the best service for human resources (teachers) such as bringing teachers to open refreshing, outbound activities, and the like to show the Department of Physics concern for its human resources (teachers) in the environment of Department of Physics always pays attention to their needs, willing to hold discussions, especially in finding solutions related to the problems they experience in the field. The Department of Physics always encourages teachers not to give up and be more patient in assisting and dealing with students, because after all, students are destined to become teachers of the future.

DISCUSSION

Human Resource Management Strategies in Improving the Quality of Teachers: Within an organizational framework, human resource management strategies are essential for increased institutional efficacy. Human resource management strategies include systematic planning, organization, implementation, and supervision of the workforce. The ultimate goal is to meet the aspirations of the organization. Human resource management strategies facilitate the cultivation of organizational culture, augmentation of innovation, enhancement of adaptability, and improvement of performance. Among the activities covered in human resource management strategies are workforce planning, workforce acquisition, workforce development, service restitution, workforce integration, workforce maintenance, and workforce separation (Mangkunegara, 2019). Human resource management strategy is essentially concerned with the organization and establishment of a comprehensive staffing program. The goal is to assist employees and organizations in achieving their respective goals. Specific human resource management strategies (Hasibuan, 2019) include determining the quantity, quality, and placement of the workforce, instituting employee development, promotion, and termination programs, implementing employee welfare initiatives, conducting training and education programs for employees, conducting employee performance evaluations, arranging employee transfers, arranging retirement plans, and managing dismissal and severance packages. Strategies aimed at improving human resources to effectively face opportunities and challenges in the midst of rapid development must be implemented continuously, thus ensuring that human resources remain a productive entity (Sedarmayanti, 2017). Education is a compulsory need for every individual and serves as a fundamental goal of the state in promoting the enlightenment of national life. Every individual has the right to receive proper education without discrimination, regardless of material or physical constraints. A common problem in society is the perception that a child's distinctiveness is an undesirable attribute. As a result, both children and their parents experience feelings of inferiority when attending educational institutions alongside the majority of typically developing children (Riswana et al., 2024). The process of education and the pursuit of knowledge are inherently linked to the concepts of learning. Learning is defined as a conscious activity that results in changes manifested as positively directed behavior, achieved through practice or experiential engagement, both physical and non-physical (Puspita, 2024). Education is guidance or help for the development of students in achieving maturity given by Teachers with the aim that the students can carry out their own life tasks without expecting the help of others. The right of students is to receive education regardless of their

social stature. Equal opportunities must be given to students to obtain education and teaching with the aim of minimizing the gap in education participation rates (Afifah, 2022).

The implementation of the duties and roles of teachers also experiences many obstacles and constraints, including building student's moral so that they can receive learning well, building the concentration of students to stay focused on learning, choosing learning materials that are in accordance with the abilities of students. The teacher must adjust himself in all aspects. However, in some of the obstacles and barriers experienced by teachers, they are able to overcome them while still providing the best role to the students they assist. For other obstacles that have not been resolved, discussions are held with the teacher and to support things that have not been fulfilled.

In addition, teachers need to hold counseling for parents to provide information about student development both online and face-to-face. Because counseling also has a good effect on student achievement that has been obtained both in terms of independence, social, and knowledge. This is in line with the opinion (sartinah & sujarwanto, 2021) in (Adawiyah et al., 2022) that student counseling guidance services aim so that after obtaining counseling services students can achieve optimal adjustment and development according to the rest of their abilities, talents, and values they have.

CONCLUSION

Human resource management strategy is one of the important factors in advancing the organization. For this reason, the Department of Physics develops and carries out strategies for human resources within the Department (teachers). The strategy carried out by the Department of Physics for teachers is to hold ongoing training such as seminars, webinars, workshops to increase the potential of teachers and students. In addition, the Department of Physics also provides opportunities to discuss and find solutions to the obstacles faced by students in the field. The Department of Physics also evaluates the development of teachers because after all, the role of a teacher is not only to be a teacher but also to be a mentor for students. It is this teacher who gives more attention so that students are not left behind in this competitive environment by their peers.

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