



THE INFLUENCE OF HUMAN RESOURCE MANAGEMENT ON IMPROVING THE QUALITY OF EDUCATION AT SMPN 4 LEUWILIANG

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ABSTRACT

The main focus of human resource management is to improve the quality of education. The lack of training in HRM is the driving force behind this research. This study aims to find out how human resource management affects improving the quality of education at SMPN 4 Leuwiliang. Twenty-two educators and other education personnel participated in this quantitative descriptive study. This study used a quantitative approach with a survey method and involved all educators and education personnel. Data were collected through questionnaires, documentation, and a literature study. Assumption testing, including normality, homogeneity, and heteroscedasticity, as well as descriptive statistics, validity, and reliability, were all part of the data analysis. Then the correlation coefficient test of SPSS 27 Windows version, the simple linear regression test, and the determination coefficient test were used to test the hypothesis. The results of this study show that 42.3% of human resource management plays an important role in improving the quality of education. The conclusion of this study is that HRM has a major influence on improving the quality of education at SMPN 4 Leuwiliang, which is in the medium category.

Keywords: *Management, Education Quality, Human Resource.*

INTRODUCTION

The importance of investment in education cannot be underestimated, especially for developing countries such as Indonesia. Preparing and implementing education for all members of society is the only way for a nation to achieve progress and development. Improving the quality of human resources is the main goal of education. Schools play an important role in education for this purpose. An important part of human resources is the continuous development and training of teachers so that educational standards can be improved. If we want teachers to be good at their jobs, we need to help them reach their full potential. (Rahmatullah, Hidayat, 2021:158)

The purpose of national education is to realize enlightenment in people's lives through character development, skill development, and national culture growth (as stated in Article 3 of Law Number 20 of 2003 concerning the Law on the National Education System or National Education System). The ultimate goal is for everyone to reach their full potential in all areas: faith, morality, health, intelligence, creativity, independence, community engagement, and social responsibility. School systems in particular are able to carry out teaching missions and fulfill their operational responsibilities. These goals are determined by the school's mission, vision, and goals. (Purnama, 2016: 28)

The credibility of educational institutions is linked to the existence of strong human resource management. These institutions must be supported by people who are



professional and highly skilled and proficient in their field of expertise. This is related to the awareness that HR performance is an important factor in an organization's ability to achieve its goals. Therefore, educational institutions play an important role in improving the overall quality through effective human resource management. (Indahyani, et.al. 2022:137). In the concept of Islam, everything must be arranged carefully, correctly, orderly, and professionally. Management is a series of processes that organize activities to achieve their goals effectively. as narrated by Thabrani:

عن عائشة رضي الله عنها. قال رسول الله صلى الله عليه وسلم : إِنَّ اللَّهَ يُحِبُّ إِذَا عَمِلَ أَحَدُكُمْ عَمَلًا أَنْ يُتْقِنَهُ (رواه الطبراني)

From Aisha r.a., the Prophet (peace and blessings of Allaah be upon him) said: "Indeed, Allah loves a person who, if he does a job, it is done professionally (precisely, directed, clear, and complete). HR. Thabrani. (Harmonika, 2017:7)

Referring to the hadith, it is important for us to carry out each task with an attitude of dedication and responsibility, so that the results can provide benefits and achieve the desired goals. Management plays an important role in various aspects of life and remains an integral part of our daily activities. The role of management in shaping institutional regulations for the improvement of education is very important. It is important to improve education management to align with regional and national education goals. In essence, management encompasses a wide range of disciplines and can be applied in a wide range of fields. It is commonly used in established institutions and organizations. Therefore, it is clear that management plays an important role in the development and achievement of educational goals in an institution. (Ma'arif, 2016:40). Experts have developed various definitions related to MSDM (human resource management) based on various perspectives. All organizations have human resources in achieving their goals, as well as the ability to face external and internal challenges, depending on the correct ability to manage human resources. (Azan, 2021:3). Human resources are a combination of a person's mental and physical abilities, as well as the influence of his environment that shapes the individual's behavior and characteristics, while the desire to meet his needs drives his work performance. Educational institutions such as schools have human resources that can help and contribute greatly to school management, especially human resources. (Purnama, 2016:30)

It can be said that the two pillars of success are quality and quantity. These two components are important in education, many educational institutions expect success based on quality and quantity. Quantity is a benchmark related to numbers or quantities, while quality is a benchmark related to a student's ability or intelligence. However, in reality many educational institutions focus on the number of students without considering quality. For example, the quality orientation of an educational institution can only be measured by the number of students who are interested in the institution. In education management management, improving the quality of education is always a topic of conversation. It is an effort to continuously achieve good and relevant educational expectations because everyone would definitely prefer to study in a good institution and everyone involved in education expects and demands a high-quality education. (Siaahan, et.al. 2023:3840). The



capacity to provide educational services in such a way as to achieve the predetermined goals is the basis for the definition of quality and quality of education in this study. In other words, the quality of education can be described as the results and methods of education, or as the success of educational institutions in meeting the demands of the industry. (Zulkarmain, 2021:21). As Allah says:

أَمَّنْ هُوَ قَانِتٌ آنَاءَ اللَّيْلِ سَاجِدًا وَقَائِمًا يَحْذَرُ الْآخِرَةَ وَيَرْجُو رَحْمَةَ رَبِّهِ ۖ قُلْ هَلْ يَسْتَوِي الَّذِينَ يَعْلَمُونَ وَالَّذِينَ لَا يَعْلَمُونَ ۗ
إِنَّمَا يَتَذَكَّرُ أُولُو الْأَلْبَابِ (أزومار [39]: ٩):

Or is it the one who worships at night by prostrating himself and standing, while he fears the Hereafter and hopes for the mercy of his Lord? Say: "Are those who know the same as those who do not know?" Indeed, it is the one who has understanding who can receive lessons. (QS. Az-Zumar[39]:9). (Ministry of Religious Affairs, 2014:459)

This shows that a knowledgeable person is different from a person without knowledge. Wisdom and the ability to understand God's teachings are given in the form of knowledge, which encourages us to continue learning as part of efforts to improve the quality of education. Observations and documentation of researchers at SMPN 4 Leuwiliang show a lack of competence in human resource management and a relatively low level of education. In addition, the local community has a bad perception of education, which results in the quality of human resources not being optimal.

RESEARCH METHODS

Quantitative descriptive research is used to conduct research that aims to provide an in-depth description of the phenomenon or research results and to describe the characteristics, patterns, or relationships between observed variables, the method used by the author is quantitative research. There are other opinions that argue that the quantitative research method is a type of scientific thinking in which deductive patterns are used and nomothetic principles are used to develop ideas and ideas. Quantitative research uses statistics to process data, which produces numbers as data and outcomes, with a primary emphasis on objective results, which can be obtained objectively and tested through the process of validity and reliability through the dissemination of data questionnaires. To assess the components of a problem, quantitative research divides them into several variables. Each variable has a different symbol according to the needs or problems that the researcher will be researching. An important part of the results of the study is quantitative measurements to determine how the relationship between the variables exists. In quantitative research, samples are calculated using the available formulas, generally with a 95% confidence level. (Sahir, 2021:13)

Thus, it can be concluded that a quantitative descriptive method will be used in this study. This method is created in a systematic, planned, and clear structure from the beginning to the end of the design process. Quantitative descriptive methods mainly rely on numerical data to provide explanations. In research, population refers to an area that can be generalized, covering subjects or objects with a certain number and characteristics that will be the focus of the research and from which the researcher will draw conclusions. Populations are divided into two types, namely finite populations (which have a definite number of members) and infinite populations (whose number of members is unknown).



(Veronica, et.al. 2022:79).

In this case, the selected population is 22 educators and education staff at SMPN 4 Leuwiliang, which provides a clear research framework, ensures that the data obtained is relevant to the research objectives, and allows for more precise generalizations of the research results. The research can be more focused and allow for a more in-depth analysis of characteristics and phenomena relevant to the school, in this study 22 respondents in the population were taken as a sample. If the number of individuals who are the subject of the study is less than 100 people, it is advisable to take the whole as the study is a population study. A representative sample selection process is important to ensure that the data collected from the sample can be used to apply the results to the population as a whole. Thus, the right sample of use will allow the study to generate an understanding of the phenomenon being studied. Questionnaires, a kind of data collection instrument, were used in this study. Respondents, namely people or entities being studied, are asked to write their responses to a series of questions or statements that have been determined. However, the technique of data collection through documentation studies refers to the collection of information from records or documents that record previous events, such as school records, organizational archives, or other documents relevant to the purpose of the research, and literature studies (literature) aim to obtain information about various perceptions through the review of the theoretical context of various literatures relevant to research on the influence of human resource management to improve the quality of education at SMPN 4 Leuwiliang. The combination of these three data collection techniques allows researchers to gain a thorough understanding of the phenomenon being studied, both from the perspective of the individual respondent and from the available written information sources.

RESULTS AND DISCUSSION

Human Resource Management

The primary goal of human resource management is to maximize organizational performance through attracting, developing, retaining and rewarding talented people from different demographics and life experiences. Restructuring, staff placement, funding, HRD, and HR salaries are all part of the HR process that helps businesses achieve their goals. According to Faustino's statement in Erliyanti and Yurmaini magazines, the goal of Human Resource Management is to achieve the company's goals while meeting the needs of society, communities, countries, and the whole world. The following procedures are necessary for human resource management to achieve its goals: the four pillars of human resource management: 1) recruitment, 2) training, 3) inspiration, and 4) assessment. (Erliyanti, Yurmaini:98). Human resource management (HRM) is one of the management disciplines that includes important phases of organizing, implementing, planning, and supervising human resources. According to research, HRM uses a strategic management approach to manage relationships with human resources. To achieve a competitive advantage, it is crucial to improve HR competence. (Hall, 2022:144). As Allah says. As follows;

فَبِمَا رَحْمَةٍ مِنَ اللَّهِ لِنْتَ لَهُمْ وَلَوْ كُنْتَ فَظًّا غَلِيظَ الْقَلْبِ لَانْفَضُّوا مِنْ حَوْلِكَ. وَلَوْ كُنْتَ فَظًّا غَلِيظَ الْقَلْبِ لَانْفَضُّوا مِنْ حَوْلِكَ فَاعْفُ عَنْهُمْ
وَاسْتَغْفِرْ لَهُمْ وَشَاوِرْهُمْ فِي الْأَمْرِ. فَإِذَا عَزَمْتَ فَتَوَكَّلْ عَلَى اللَّهِ إِنَّ اللَّهَ يُحِبُّ الْمُتَوَكِّلِينَ. (العمران: ١٥٩)



"So it is by the grace of Allah that you are gentle towards them. If you are harsh and rude-hearted, of course they will distance themselves from your surroundings. Therefore forgive them, ask for forgiveness for them, and deliberate with them in the matter. Then when you have made up your mind, then trust in Allah. Indeed, Allah loves those who trust in Him." (QS. Ali Imran [3]:159). (Ministry of Religious Affairs, 2014:71)

This verse underlines the importance of deliberation (consultation) and cooperation in decision-making. In the Islamic view, human resources should be used only to worship Allah. A sense of belonging will arise in every person when they receive Allah's trust. Siddiq, fatonah, and tabligh are other commendable qualities that will appear in him, which will serve as a measure of the quality of Islamic human resources. People should try their best to achieve these traits. (Adhim, 20:89-90). From these various definitions, it can be concluded that the maintenance and management of human resources is a wealth or excess in an institution. The job of MSDM is to achieve organizational goals in an effective and efficient manner.

Quality of Education

The word "quality" in English, which means goodness or value, is the source of the phrase quality. Quality can be defined as value or goodness without a doubt. In economics, the words quantity and quality are often used; Both refer to products and services, and the person who uses them is the one who determines their value. Quality and education in this study are defined as the capacity to provide educational services in such a way that it leads to the achievement of a specific goal. In other words, the quality of education can be defined as the success of an institution in meeting the demands of the industry; Alternatively, it can be defined as the standard that educational efforts and the results they produce are targeted. (Zulkarmain, 2021:21)

According to KBBI, quality refers to the level or degree, good or bad of something. Quality is the main factor in the assessment of a product or service and the quality of a product or service is able to satisfy or exceed the expectations of customers. In the case of goods or services, quality refers to the overall picture and characteristics that show the ability of the product or service to meet the expected needs of the user or customer. (Sarohmad, 2023:5). It's important to remember that quality doesn't just include physical aspects but also includes abstract elements like service, consistency, and customer satisfaction. As narrated by Imam Muslim:

قَالَ رَسُولُ اللَّهِ صَلَّى اللَّهُ عَلَيْهِ وَسَلَّمَ : "إِنَّ اللَّهَ كَتَبَ الْإِحْسَانَ عَلَى كُلِّ شَيْءٍ" (صحيح مسلم)

The Prophet PBUH said: "Indeed, Allah has made it obligatory to do ihsan (perfect goodness) over everything." (HR. Muslim)

This hadith teaches that good quality or quality must be applied in all aspects of life. In the context of education, the concept of quality includes elements of inputs, processes, outputs. The input process refers to various things needed to start the educational process, such as school principals, educators, students, physical facilities, and so on. Something that is done to get good results is called a Process, such as supervision and evaluation. Output is the results achieved by an educational institution to improve the quality of education.



(Masyitoh, 2020:40). Quality education is defined as an educational process that produces graduates equipped with a variety of abilities or skills. These graduates are expected to have abilities in the academic and vocational fields. In addition, a good education must prioritize the development of each student's social and personal skills and the application of morality. This method assumes that the success of education is determined not only by students' academic abilities, but also by their personal and social relationships. As a result, graduates will have more complete life skills, often referred to as *life skills*, which include aspects of good social, ethical, and personal ability. (Sarohmad, 2023:7). The Qur'an contains many basic principles of Islamic educational materials such as faith, worship, social aspects, and knowledge. This answers doubts about the existence of educational elements. Scholars highlight that the Qur'an uses the word "*tarbiyah*", derived from "*Rabb*" (which means Educating and Nurturing), as well as the word "knowledge" which often appears in its text. This explains that the Qur'an is in line with the ideas that encourage education. (Fatton, 2020:101) Like Allah SWT. He said:

([٢٠]: ١١٤: وَقُلْ رَبِّ زِدْنِي عِلْمًا (الطه) فَتَعَلَى اللَّهُ الْمَلِكُ الْحَقُّ وَلَا تَعْجَلْ بِالْقُرْآنِ مِنْ قَبْلِ أَنْ يُقْضَى إِلَيْكَ وَحْيُهُ

Exalted is Allah, the true King. Do not rush (to read) the Qur'an before it has been revealed to you and say, "O my Lord, add knowledge to me." (QS. At-Taha [20]:114). (Ministry of Religious Affairs, 2014:320)

This verse is a prayer of the Prophet Muhammad PBUH who asked Allah for more knowledge. This shows that the search for knowledge is a continuous process and is a direct encouragement from Allah to always increase knowledge. In this study, validity verification was carried out using the IBM SPSS Version 27 application. The main focus of the validity verification stage is to evaluate whether the questionnaire or questionnaire used is considered valid or not. The validity of the instrument is considered to be fulfilled when the value of $>$ is at a significance level of 5%. If the value is $>$, then the instrument is considered to be valid or valid; Conversely, if the value is $<$, then the instrument is considered invalid or invalid. (Wahyuni, 2021:92) stated that the questionnaire in the study of variables X and Y with a total of 20 statements. A total of 16 statements were declared valid due to $>$, and 4 statements were declared invalid due to $<$ A value of 0.444 was obtained from the number of samples studied totaling 22 respondents. Once the validity of the instrument has been tested, the next step is a reliability test to ensure that the tool can be considered and relied upon as a data collection tool. The results of the reliability test of the X and Y variables performed with IBM SPSS version 27 are shown in the table below:

Reliability Statistics V. X		Reliability Statistics V. Y	
Cronbach's Alpha	N of Items	Cronbach's Alpha	N of Items
.879	16	.735	16



Reliability testing on variable X, namely Human Resource Management, showed an alpha Cronbach value of 0.879 and the results of reliability testing on variable Y, namely Quality of Education, showed an alpha Cronbach value of 0.735 which exceeded the threshold value of 0.60. Thus, it can be concluded that the 16 statements associated with variable X can be considered trustworthy or reliable.

Statistics			Statistics		
MSDM			MUTU		
N	Valid	22	N	Valid	22
	Missing	0		Missing	0
Mean		63.59	Mean		63.05
Median		62.50	Median		62.00
Mode		70	Mode		59
Std. Deviation		6.254	Std. Deviation		5.964
Variance		39.110	Variance		35.569
Range		22	Range		21
Minimum		51	Minimum		53
Maximum		73	Maximum		74
Sum		1399	Sum		1387

From the table above, we can see that the X variable (MSDM) has a mean value of 63.59, with a median value of 62.50 and a mode value of 70, a standard deviation (std. deviation) of 6.254. In addition, the Y variable (Education Quality) had a mean value of 63.05, with a median value of 62.00, and a mode value of 59. The standard deviation of variable Y is 5.964 which indicates that this variable has a more complete analysis of the features of the two observed variables, aiding in a deeper understanding of the distribution and variation of the data.

Variable Outcome Categories X (MSDM) and Y (Education Quality)

Kategori V. X				Kategori V. Y	
		Frequency	Percent	Frequency	Percent
Valid	Rendah	2	9.1	4	18.2
	Sedang	13	59.1	13	59.1
	Tinggi	7	31.8	5	22.7
	Total	22	100.0	22	100.0

Based on the information in the table, it can be seen that the category of variable X (Human Resource Management) is 7 people (or 32%) in the "High" category. 13 people (or 59%) in the "Medium" category, and 2 people (or 9%) in the "Low" category. And in the category of variable Y (Quality of Education) there were 5 people (or 23%) in the "High" category, 13 people (or 59%) in the "Medium" category, and 4 people (or 18%) in the "Low" category. Thus, it can be said that human resource management and the quality of education at SMPN 4 Leuwiliang can be categorized as "Medium".

One of the important steps in statistical analysis is the residue normality test, which aims to ensure that the distribution of the resulting residual values is close to normal. This process is carried out to verify whether the basic assumptions of many statistical models



are met, thus ensuring the validity of the interpretation of the analysis results. Here, the normality test table used is the Kolmogorov-Smirnov test. The results of the data normality test provide important information that can show how well the data meets the normality assumptions. By evaluating the test results, the researcher can determine whether the data is close enough to the normal distribution or requires a special transformation before proceeding to the next stage of analysis. Therefore, understanding the results of these normality tests is essential to guarantee validity and reliability.

The results of the *previous Kolmogorov-Smirnov* normality test showed that the X and Y variables had a *Kolmogorov-Smirnov significance value* of 0.200. With a significance value greater than 0.05, which is the general threshold for evaluating the success of the normality test, it can be concluded that the data is normally distributed. The results showed that the distribution of the two variables was not statistically significant compared to the normal distribution. Thus, the basic assumption of statistical analysis is that normal distributions can be considered. Therefore, an interpretation of the analysis results that is based on the assumption of normality can be considered valid for this data.

Finding out if there is a linear relationship between two variables is the goal of the linearity test. In other words, the goal of the linearity test is to ascertain whether the linear model can adequately describe the relationship between independent and dependent variables. Linearity test analysis is used to determine whether two variables move together linearly together. Therefore, a clearer understanding will be provided by the findings of the linearity test. The variables (X) of Human Resource Management and (Y) of Education quality showed a significant value of 0.203 and a deviation from linearity ($>$) of 0.05, in accordance with the findings of the linearity analysis carried out. This suggests that the two variables may have a tendency towards a linear relationship.

The homogeneity test is used to check whether the variance of a population is the same or not. Both the Anova test and the independent sample test depend on the results of this test. Analysis of variance (Anova) is based on the fundamental assumption that the variance of the entire population is identical. To find out whether the distribution of data is homogeneous or not, an equivalence test of two variants is carried out which compares two variants. When the variance of many data sets is identical, it is clear that the data is homogeneous and the homogeneity test is no longer necessary. Referenced in (Usmadi, 2020:51). Given the significance value of homogeneity of $0.696 > 0.05$, it can be concluded that the distribution of data between HRM and QoE is homogeneous.

To find out whether in a regression there is an unevenness of variance from one residual observation to the next, a heteroscedasticity test is used. The absence of heteroscedasticity symptoms is a requirement for the regression model. (Ayuwardani, 2018). Using the Glejser approach, heteroscedasticity is tested by making a regression between independent variables and the absolute value of their residuals. If there are no significant independent variables affecting the residual absolute ($\alpha = 0.05$), then there are no signs of heteroscedasticity in the regression model. With the significance value of heteroscedasticity of $0.669 > 0.05$, it can be concluded that there is no substantial heteroscedasticity in variable X (MSDM).

r_{hitung} for these two variables it is 0.650, according to the correlation analysis between the variable (X) of human resource management and the variable (Y) of education quality. By looking at the correlation coefficient numbers of the calculation results and



applying the interpretation of the value (r), we can determine the strength of the relationship between the two variables. It can be seen from the calculation results that the correlation value is 0.650. The value is in the range of 0.60 to 0.799 with a strong relationship level. Thus, it can be concluded that there is a strong relationship between the quality of education provided by SMPN 4 Leuwiliang and human resource management.

Simple Linear Regression Test Results

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	315.953	1	315.953	14.661	.001 ^b
	Residual	431.002	20	21.550		
	Total	746.955	21			
a. Dependent Variable: MUTU						
b. Predictors: (Constant), MSDM						

The purpose of the table above is to evaluate the degree of significance of the regression model or the presence of linear relationships. Conclusions that meet the criteria that variable X (MSDM) has a significant effect on variable Y (Education Quality) can be drawn based on the test results if the significance value (sig) is less than 0.05 or (5%). In contrast, variable X has no effect on variable Y if the sig value is greater than 0.05 or 5%. Based on the tests carried out, the value was determined at 14.661 at a significance level of $0.001 < 0.05$. Thus, the significance of the model can be deduced from the regression model used in this study. In other words, there is a significant influence between variable X and variable Y.*hitung*

Determination Coefficient Results

Model Summary ^a				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.650 ^a	.423	.394	4.642
a. Predictors: (Constant), MSDM				
b. Dependent Variable: MUTU				

The purpose of the determination test is to determine the degree of influence of variable X on variable Y. The extent to which independent variables can explain the variance of dependent variables is indicated by the value of R square as seen in the "Model Summary" analysis output table. The greater contribution of variable X to the variance in variable Y is indicated by the larger value of R square. The coefficient of determination (R square) is 0.423, while the data correlation value (R), also known as the relationship value, is 0.650. Based on these findings, variable X (MSDM) had an influence of 42.3% on variable Y (school quality). The remaining 57.7% was influenced by other variables that were not studied in this study, such as administration, public relations, curriculum, and administration.

The purpose of the discussion of the findings of this study is to determine whether human resource management has an effect on improving the quality of education at SMPN



4 Leuwiliang. Before starting the study, the researcher assessed human resource management (X) and education quality (Y) using a variety of questionnaire instruments. The instrument test itself is in the form of validity test and reliability test. The results of the validity test of variables (X) and variables (Y) show that from each variable there are 20 statements number. Four invalid statements were found because they were less than . Therefore, the researcher only included 16 valid statements each for the next reliability test. t_{tabel}

Cronbach's alpha value of 0.879 is greater ($>$) than 0.60 based on the findings of the variable reliability test (X), while Cronbach's alpha value of 0.735 is greater ($>$) than 0.60 based on the results of the variable reliability test (Y). These findings show that this research tool is trustworthy. The research instruments can be continued to data analysis tests, such as normality tests, linearity tests, homogeneity tests, heteroscedasticity tests and hypothesis tests, which include correlation coefficient tests, simple linear regression tests, and determination coefficient tests, because the findings are reliable.

(1) Human resource management at SMPN 4 Leuwiliang. A sample of all educators and education staff of SMPN 4 Leuwiliang totaling 22 people participated in this study. The findings of descriptive statistical data of the variable (X) showed that the human resource management of SMPN 4 Leuwiliang obtained an average score of 63.59 out of a total score of 1399. Seven people (32%), thirteen people (59%) and two people (9%), were in the high, medium and low categories for human resource management score (X), respectively. Since 13 people have a 59% proportion in the categorization distribution, it can be concluded that human resource management belongs to the medium group. This indicates that the MSDM of SMPN 4 Leuwiliang is included in the medium category.

(2) The quality of education of SMPN 4 Leuwiliang. The education quality variable (Y) resulted in a total score of 1387, with an average score of 63.05. Based on the statistical description, 5 people (23%) were in the high category, 13 people (59%) were in the medium category, and 4 people (18%) were in the low category. Given that 13 people have a 59% proportion in the classification distribution, it can be concluded that the quality of education falls into the medium category. This indicates that the quality of education at SMPN 4 Leuwiliang is included in the medium category.

(3) The influence of human resource management on improving the quality of education at SMPN 4 Leuwiliang. Based on the results of the test, the correlation coefficient of variables X (MSDM) and Y (Quality of Education) was obtained at 0.650 with the interpretation of the correlation value which has a strong relationship level at SMPN 4 Leuwiliang. Then in a simple regression test, it was obtained that $(3,829) > (1,725)$, then (H_0) was rejected and (H_1) accepted. We can conclude that the improvement in the quality of education at SMPN 4 Leuwiliang is largely due to human resource management. The determination coefficient (R Square), which measures the influence of human resource management in improving the quality of education at SMPN 4 Leuwiliang, is 0.423 or 42.3%. This shows that the influence of MSDM on improving the quality of education at SMPN 4 Leuwiliang is 42.3%. This information is shown in the table of determination coefficients (model summary). So the influence of human resource management on improving the quality of education at SMPN 4 Leuwiliang is 42.3%. While the remaining 57.7% were influenced by other factors such as administration, public relations, curriculum, and administration that were not discussed in this study. $r_{hitung} \quad t_{hitung} \quad t_{tabel}$



CONCLUSION

The findings of the study show that MSDM has an effect on the quality of education at SMPN 4 Leuwiliang. The findings of the study show that human resource management at SMPN 4 Leuwiliang is included in the medium category with a percentage of 59%. In addition, 63% of SMPN 4 Leuwiliang students rated their school education as moderate or above average. Therefore, the model can be concluded to be significant because it tests the influence of MSDM on the quality of education, with a value of 14.661 at a significance threshold of $0.001 < 0.05$. In simple terms, the correlation value of 0.650 indicates that these variables are influenced by each other by 0.444. Furthermore, the coefficient of determination, also called R-squared, is 0.423 or 42.3%. Human resource management at SMPN 4 Leuwiliang improved the quality of learning by 42.3%.

Based on these findings, Human Resources plays a major role in improving the standards of the academic program of SMPN 4 Leuwiliang. Therefore, schools should prioritize the recruitment of highly qualified teachers and other support personnel. Students are expected to be more motivated to achieve academic goals and improve their performance if the management of human resources is adequate and quality, and the quality of education in schools is directly correlated with the quality of human resources. Therefore, improving the quality of education at SMPN 4 Leuwiliang can be achieved through increasing human resources in schools.

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