OPTIMIZATION OF TEACHER QUALITY CONTROL AT BAGAN BATU DEVELOPMENT COLLEGE FOUNDATION WITH E-MONEVA

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Abstract

Technological advances enable human resource practices towards E-Human Resources. Monitoring and evaluation activities at Yayasan Perguruan Pembangunan Bagan Batu are carried out conventionally so that there are several problems, namely monitoring and evaluation activities are considered less effective and efficient, paper and printing costs and then problems in archiving. The aim is to create an E-Moneva design to optimize quality control activities at Yayasan Perguruan Pembangunan Bagan Batu. The method used is double diamond, the stages are discover, define, develop and delivery. The research results of respondents agreed that E-Moneva can optimize monitoring and evaluation activities by overcoming problems that exist in ongoing activities. E-Moneva can simplify the monitoring and evaluation process and help identify problems and assist in decision making. Monitoring and evaluation activities will run more effectively and efficiently because the features available on E-Moneva are able to support efforts to optimize teacher quality control. The principals agreed that E-Moneva could optimize monitoring and evaluation activities.

Keywords: *Human Resources, E-Human Resources, Monitoring and Evaluation, Optimize, E-Moneva, Double Diamond.*

INTRODUCTION

In today's environment, organizations are moving away from conventional strategies and exploiting new techniques to enhance their competitive advantage. Organizations believe that generating value for employees is a more accurate and precise method to meet desired goals (Iqbal et al., 2019). Various services are offered through technological means through improved data management, fair policy implementation, and individual and group data that are benchmarked. When technology is used to manage HR practices, the quality of service improves tremendously, thereby increasing employee satisfaction which in turn has a positive impact on their productivity (Nurshabrina and Adrianti, 2020).

The purpose of this integrated mechanism is to create value not only within the organization but also across the organization for targeted employees and management. This benefits the organization in several ways, such as cost minimization, improving HR services and quality, and operational efficiency. It also helps in reshaping HR practices by transforming them into strategic partners. E-HRM also involves many stakeholders outside the HR department such as employees at all levels (Nurshabrina, and Adrianti, 2020).

Employee performance is a non-financial business performance that has a significant impact on the financial performance of the business (Krekel et al, 2019). Since the human resources function is the main supporting function of the business, its role in increasing employee satisfaction and motivation levels is highly recognized because satisfied and motivated employees show better productivity levels (Gosnell et al, 2020). According to Afandi (2018:89) the indicators of employee performance are the quantity of work results, quality of work results, efficiency in carrying out tasks, work discipline, initiative, accuracy, leadership, honesty and creativity.

Yayasan Perguruan Pembangunan Bagan Batu is a legal educational institution that has a vision and mission to educate the nation's children. The levels of education available include Elementary School (SD), Junior High School (SMP), Senior High School (SMA), and Vocational School (SMK). Until now, Yayasan Perguruan Pembangunan Bagan Batu has superior products such as schools with A accreditation, digital libraries, outstanding extracurricular activities, industry partners, dual system study, online stores to sell students' Entrepreneurship

Lessons and special job fairs. Based on the results of observations as a representative of the quality assurance of education at the Bagan Batu Development Education Foundation, human resource management activities are divided into 5 parts, recruitment, training, teaching and learning activities, monitoring of teaching and learning activities and evaluation. Overall, teaching and learning activities in schools have been set standards by the government and supervised by school supervisors every time they conduct a visit, but the foundation conducts independent monitoring and evaluation to maintain quality.

The recruitment system is carried out by spreading information on social media or receiving recommendations from other teachers or contacting previous applicants who were not selected but passed the teacher criteria. Recruitment is carried out if only teachers leave and specifically for vocational schools, recruitment is quite large if they will open a new department. For prospective teachers who have met the criteria and have become teachers, their data will be stored in DAPODIK (Basic Education Data).

Teacher training is carried out in a hybrid manner by means of zoom meetings or conventionally by coming to the meeting room to get direction. The direction given is based on the government curriculum or strategy to achieve the vision, mission and goals of each school unit and also the learning achievements of each subject that have been set by the government in the Merdeka Curriculum. For some teachers, individual training is carried out to improve their competence and obtain certification from their training or education. Currently, one of the teacher training activities is assisted by the government with the Merdeka Belajar platform which includes training for teachers, namely PMM (Merdeka Mengajar Platform).

Teaching and Learning Activities (KBM) are carried out as determined by the Education Office using the Merdeka Curriculum where activities are carried out in a hybrid manner. The provision of materials and student mentoring is carried out in class, then the materials that are additional elements will be carried out on Google Classroom which has been provided by the government through the Merdeka Belajar platform.

Controlling of teaching and learning activities is carried out twice in 1 semester by the Principal and Quality Assurance, this activity is usually called supervision. Supervision is divided into 2 processes, the first is checking the learning administration and then supervising the learning activities carried out by teachers in the classroom. Performance assessment is carried out manually using the MONEVA (Monitoring and Evaluation) assessment tool that has been determined by the school as the basis for performance assessment. Both activities are carried out conventionally by printing the supervision format by checking one by one the learning administration that has been prepared by the teacher and visiting the class where the teacher teaches to assess teaching and learning activities. This activity is considered less effective because the supervision team must prepare a form for the assessment and also requires costs for paper, then the conventional activity is assumed to be inefficient because it is required to calculate the value manually besides that previous data is often scattered so that it becomes difficult to compare teacher performance.

The main purpose of supervision is to ensure the completeness of learning administration as a basic reference for learning to be carried out by teachers, as well as to monitor the progress towards achieving learning objectives. Evaluation activities carried out at the Yayasan Perguruan Pembangunan are carried out manually in a personal manner to provide criticism or suggestions based on the results of both supervisions and if there are distance and time constraints, information technology such as social media, Google Classroom, Google Meeting and Zoom Meeting will be utilized, although not yet fully integrated. Evaluation activities are also carried out based on the results of e-reports issued by the Ministry of Education and Culture, which points are of concern for further improvement. However, because evaluation activities are carried out conventionally, errors in storing files often occur, so they cannot be used as comparative material or evidence that an evaluation has been carried out.

LITERATURE REVIEW

Nurshabrina & Adrianti (2020). The Effect of E-Human Resource Management (E-HRM) on Cost Efficiency and Productivity of Employees in the Company. This study aims to determine the effect of implementing E-HRM activities such as E-Recruitment, E-Compensation, E-Training, and E-Performance Appraisal, which have the most positive and significant influence on employee performance and cost efficiency in the company. Based on the test results using SEM-PLS, it shows that E-Compensation and E-Performance Appraisal variables have a positive and significant effect on Cost Efficiency.The E-Training variable has a significant influence on employee performance. Meanwhile, the E-Recruitment variable does not have a significant influence on Cost Efficiency and employee performance.

Farhan et al. (2021), The Impact Of E-HRM On Employee Productivity - Mediating Role Of Innovation. This study aims to explore the mediating role of Innovation Behavior and the moderating role of

organizational climate in the relationship between e-HRM and employee performance. This study found that e-HRM has a positive impact onemployee performance and organizational climate moderate this relationship while no mediating role of Innovation Behavior has been confirmed.

Elny (2021). The Influence of Innovative Work Behavior and Work Motivation on Employee Performance at CV. Enzo Medan. The purpose of this study was to determine and analyze the influence of innovative work behavior on employee performance at CV. Enzo Medan, the influence of work motivation on employee performance at CV. Enzo Medan, the influence of innovative work behavior and work motivation on employee performance at CV. Enzo Medan   The results of this study explain that there is a significant influence between innovative work behavior and employee performance. Ishrat et al. (2020). The Impact of E-HRM Practices on Employee Productivity in Hospitals of Karachi The purpose of this study is to explore the term briefly and examine the relationship between e-HRM practices (Operational, e-recruitment, e-compensation and transformation) and employee performance in a sample of 5 hospitals in Karachi. The results show that e-HRM practices, operational, transformational and e-compensation are positively influenced by employee performance, therefore consistent with previous literature.

However, e-recruitment has no linkage with employee performance because in a country like Pakistan, the concept of recruitment is often based on references, sources. Pyszka (2018). The Impact Of E-Hrm On Efficiency In The Public Institution   Case Study Of Local Government. The purpose of this article is to identify how IT solutions influence HRM efficiency through effective e-HRM applications, and to explore their role.

in changing HRM in public institutions. Its effects are considered through the theoretical lens of new public management ideas and efficiency aspects. Using IT in HRM provides more transparency and dynamic relationships in HRM, supports improvements by transferring best practices from software vendors, and allows for the delegation of routine HR activities to line managers and employees. Technology has caused changes in the talent management process.

Ahmed (2019). E-HRM Practices and its impact on Organizational Performance: A study on the Manufacturing industry in Bangladesh. To determine the influence of E-HRM on organizational performance The results show that E-HRM has an impact on organizational performance.

Harazneh (2021). The Impact of E-HRM Usage on HRM Effectiveness: Highlighting the Roles of Top Management Support, HR Professionals, and Line Managers. This study investigates the impact of electronic human resource management (e-HRM) implementation on the effectiveness of HRM systems. The research findings show that performance expectancy has a significant positive effect on behavioral intention to use the e-HRM system.

Astuti et al. (2019). The Influence of Creativity and Innovative Behavior on Employee Performance with Job Satisfaction as a Mediating Variable (Study at Pandanaran Hotel Semarang) The purpose of this study is to analyze the influence of creativity and innovative behavior on employee performance with job satisfaction as a mediating variable. The results of the hypothesis test show that creativity has a positive effect on job satisfaction, innovative behavior has a positive effect on job satisfaction, job satisfaction. Job satisfaction has a positive effect on employee performance, creativity has a positive effect on employee performance, innovative behavior has a positive effect on employee performance, the results of the Sobel test show that creativity has a positive effect on employee performance with job satisfaction as a mediating variable. That innovative behavior has a positive effect on employee performance with job satisfaction as a mediating variable.

Omran & Anan (2018). Studying the impact of using E-HRM on the effectiveness of HRM practices: An exploratory study for the internet service providers (ISP) in Egypt. Studying the impact of E-HRM usage on the effectiveness of HRM practices: An exploratory study for providersInternet service providers (ISPs) in Egypt The use of E-HRM has a significant impact on HRM effectiveness.

Sudiyani et al. (2021) The purpose of this study is to determine the role of innovation behavior in mediating the influence of leadership on employee performance. The results of the study indicate that leadership has a positive and significant effect on performance, leadership has a positive and significant effect on innovation behavior, innovation behavior has a positive and significant effect on performance. Innovation behavior is able to mediate the influence of leadership on performance.

Maulidin, MD, (2019) Effectiveness of Implementation of Monitoring and Evaluation Based on e-Monev Application on Regional Apparatus Organization Work Plan for 2017 Period (Case Study at Bojonegoro Regency Regional Development Planning Agency) The purpose of this study is to determine, analyze and describe the effectiveness of the implementation of monitoring and evaluation based on e-monev applications on the work plan of regional apparatus organizations for the 2017 period in Bojonegoro Regency. The results of the study indicate

that the implementation of monitoring and evaluation of OPD performance results in Bojonegoro Regency, especially in the OPD Work Plan which is carried out once a quarter, is still ineffective. This is because the predetermined effectiveness measures such as clear objectives, human resources, organizational structure, support for facilities and infrastructure, and the adopted value system, have not been met properly. These obstacles include the absence of special operators in running the e-Monev application, human resources who are less proficient in technology, late collection habits, and the e-Monev application which is still imperfect.

METHOD

Discover

At this stage, research was conducted to find problems that exist at the research location and it can be found that Monitoring and Evaluation activities are still carried out manually by the Principal or Quality Assurance printing the learning administration supervision form and learning activities then assessing and providing evaluations of teacher performance and then saving files that are used as a comparison of supervision values before or after this semester. Monitoring and Evaluation activities are carried out at least once a semester, here is the supervision form used at the Bagan Batu Development Education Foundation, in its implementation there are weaknesses in these activities, namely all activities still use printed forms so that storage is often not optimal and there are paper costs in each supervision process.

Define

At this stage, the researcher determines the idea that will be the solution. Based on the background and problems that occurred at the Yayasan Perguruan Pembangunan Bagan Batu, the researcher decided to optimize teacher quality control by designing an E-Moneva system to make work more effective and efficient and save costs for paper (paperless).

Develop

At this stage, existing ideas will be built into an E-Moneva design for the solution of the problems that occur. Here is the Use Case Diagram for the E-Moneva system that will be built.

Deliver

At this stage, the results of the design will be tried by prospective users and tested based on the User Interface and User Experience through questionnaires and open interviews with prospective users in order to obtain results that are in accordance with the needs of the Bagan Battu Development Education Foundation. The following are examples of questions that will be given to prospective E-Moneva users.

RESULTS AND DISCUSSION

The designed mockup or prototype was then tested on prospective users, namely the Quality Assurance and Principal of each unit at the Bagan Batu Development Education Foundation in order to obtain a design that is in accordance with the needs in the field and to receive suggestions to be used as evaluation material before E-Moneva is developed. The following are the results of interface testing and user experience testing of the E-Moneva design.

1.   **Testing with the Principal of SD Pembangunan Unit**

Based on User Interface Testing conducted by the Principal of SD Pembangunan, the colors used in E-Moneva are very appropriate. The font type used in E-Moneva is very appropriate. The font size used in E-Moneva is appropriate. The position of the icons and buttons in E-Moneva is very appropriate and the size of the icons and buttons in E-Moneva is appropriate.

Based on User Experience Testing conducted by the Principal of SD Pembangunan, the impression of E-Moneva as a whole is very good because E-Moneva is very helpful for its users in storing or archiving teacher data. The use of E-Moneva is considered very easy because E-Moneva is a type of simple supervision data management application that is easy to move. Tasks on E-Moneva can be completed very easily because E-Moneva is a simple application that is easy to understand. The level of difficulty of control is considered very easy because there are no difficulties obtained after learning the application. According to the Principal of SD Pembangunan, to improve E-Moneva, a recapitulation variable for respondent data who are participants in monitoring and evaluation should be added.

Then an open interview was conducted with the Principal of SD Pembangunan with the question, in your opinion, if E-Moneva is continued to the development stage, can it directly monitor teacher performance, identify problems and assist in decision making?

He answered, Yes, the E-Moneva application is very helpful for the Principal in storing the results of monitoring and evaluation.

The next question, in your opinion, if E-Moneva is continued to the development stage, can it reduce costs and facilitate Monitoring and Evaluation activities in Schools?

He answered, Yes, with E-Moneva, it can reduce costs and facilitate monitoring and evaluation activities.

The next question, in your opinion, if E-Moneva is continued to the development stage, will the ongoing Monitoring and Evaluation activities become more effective and efficient?

He answered, Yes, that's right, with E-Moneva, monitoring and evaluation activities at schools are more effective and efficient.

2.   Testing with the Principal of the Development Junior High School Unit

Based on User Interface Testing conducted by the Principal of SMP Pembangunan, the colors used in E-Moneva are very appropriate. The font type used in E-Moneva is very appropriate. The font size used in E-Moneva is very appropriate. The location of the icons and buttons in E-Moneva is appropriate, but a button must be provided to log out, then the size of the icons and buttons in E-Moneva is very appropriate.

Based on User Experience Testing conducted by the Principal of SMP Pembangunan, the impression of E-Moneva as a whole is very good. The use of E-Moneva is considered very easy. Tasks on E-Moneva can be completed very easily. The level of control difficulty is considered very easy.

According to the Principal of SMP Pembangunan, the improvement of E-Moneva is so that the indicators used in E-Moneva can be changed or edited according to the applicable curriculum.

Then an open interview was conducted with the Principal of SMP Pembangunan with the question, in your opinion, if E-Moneva is continued to the development stage, can it directly monitor teacher performance, identify problems and assist in decision making?

He answered, Yes, because I think E-Moneva is good and makes the supervision process easier.

The next question, in your opinion, if E-Moneva is continued to the development stage, can it reduce costs and facilitate Monitoring and Evaluation activities in Schools?

He replied, Yes, because it is very efficient and easy to understand.

The next question, in your opinion, if E-Moneva is continued to the development stage, will the ongoing Monitoring and Evaluation activities become more effective and efficient?

He replied, Yes, because it doesn't take long to check the evaluation data before and after.

3.   Testing with the Curriculum Representative of the SMA Pembangunan Unit

Based on User Interface Testing conducted by the Deputy Curriculum of SMA Pembangunan, the colors used in E-Moneva are appropriate. The font type used in E-Moneva is very appropriate. The font size used in E-Moneva is very appropriate. The location of the icons and buttons in E-Moneva is appropriate, then the size of the icons and buttons in E-Moneva is very appropriate.

Based on User Experience Testing conducted by the Deputy Curriculum of SMA Pembangunan, the impression of E-Moneva as a whole is very good. The use of E-Moneva is considered very easy. Tasks on E-Moneva can be completed very easily. The level of difficulty of control is considered very easy.

Then an open interview was conducted with the Deputy Curriculum of Senior High School with the question, in your opinion, if E-Moneva is continued to the development stage, can it directly monitor teacher performance, identify problems and assist in decision making?

He answered, Yes, because every teacher can see the results of their evaluation directly.

The next question, in your opinion, if E-Moneva is continued to the development stage, can it reduce costs and facilitate Monitoring and Evaluation activities in Schools?

He replied, Yes, because it can reduce the cost of purchasing paper.

The next question, in your opinion, if E-Moneva is continued to the development stage, will the ongoing Monitoring and Evaluation activities become more effective and efficient?

He answered, Yes, because filling out the application is very simple and easy to use.

4.   Testing with the Principal of the SMA Pembangunan Unit

Based on User Interface Testing conducted by the Principal of SMA Pembangunan, the colors used in E-Moneva are very appropriate, but for SMA, the blue color is adjusted to the school logo. The type of font used in E-Moneva is very appropriate. The font size used in E-Moneva is appropriate. The location of the icons and buttons on E-Moneva is very appropriate, then the size of the icons and buttons on E-Moneva is very appropriate.

Based on User Experience Testing conducted by the Principal of SMA Pembangunan, the impression of E-Moneva as a whole is very good. The use of E-Moneva is considered very easy. Tasks on E-Moneva can be completed very easily. The level of control difficulty is considered very easy.

Then an open interview was conducted with the Principal of SMA Pembangunan with the question, in your opinion, if E-Moneva is continued to the development stage, can it directly monitor teacher performance, identify problems and assist in decision making?

He answered that the E-Moneva used is very good and continues to be improved.

The next question, in your opinion, if E-Moneva is continued to the development stage, can it reduce costs and facilitate Monitoring and Evaluation activities in Schools?

He replied, very good and reduces paper costs.

The next question, in your opinion, if E-Moneva is continued to the development stage, will the ongoing Monitoring and Evaluation activities become more effective and efficient?

He answered that the E-Moneva that was developed was certainly very effective and easy to do because it uses an application, so if there is a mistake, it can be repeated.

5.   Testing with the Principal of the Development Vocational School Unit

Based on User Interface Testing conducted by the Principal of SMK Pembangunan, the colors used in E-Moneva are appropriate. The font type used in E-Moneva is appropriate. The font size used in E-Moneva is very appropriate. The location of the icons and buttons in E-Moneva is appropriate, then the size of the icons and buttons in E-Moneva is appropriate.

Based on User Experience Testing conducted by the Principal of SMK Pembangunan, the impression of E-Moneva as a whole is very good. The use of E-Moneva is considered very easy. Tasks on E-Moneva can be completed very easily. The level of difficulty of control is considered very easy.

According to the Principal of SMK Pembangunan, the improvement of E-Moneva is so that the indicators used in E-Moneva can be changed or edited according to the applicable curriculum.

Then an open interview was conducted with the Principal of SMK Pembangunan with the question, in your opinion, if E-Moneva is continued to the development stage, can it directly monitor teacher performance, identify problems and assist in decision making?

He replied, in my opinion it is very helpful and makes the supervision process and results easier and can identify problems and make decisions faster and more precise.

The next question, in your opinion, if E-Moneva is continued to the development stage, can it reduce costs and facilitate Monitoring and Evaluation activities in Schools?

He replied, in my opinion it reduces costs and makes supervision activities much easier.

The next question, in your opinion, if E-Moneva is continued to the development stage, will the ongoing Monitoring and Evaluation activities become more effective and efficient?

He replied, I think it is very effective and efficient.

CONCLUSION

The conclusions drawn based on the research results that have been presented are as follows:
1. E-Moneva can simplify the supervision process and help identify problems and assist in decision making.
2. The costs used for paper in each supervision activity can be minimized with E-Moneva.
3. Monitoring and evaluation activities will run more effectively and efficiently because the features available on E-Moneva are able to support efforts to optimize teacher quality control at the Bagan Batu Development Education Foundation.
4. The user agrees that the E-Moneva design will be continued to the development stage to optimize quality control activities at the Bagan Batu Development Education Foundation.

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