



TRAINING TIPS FOR SUCCESSFUL HUMAN RESOURCES MANAGEMENT AND CHARACTERISTICS FOR POSTGRADUATE STUDENTS OF IBNU SINA UNIVERSITY

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Abstract

Human resource development is an activity carried out so that their knowledge, abilities, and skills guides by their work. With this development activity, it hopes that it can improve and overcome shortcomings in carrying out work better. With the development of science and technology Students who have graduated are expected to become excellent and moral individuals. Constantly experience rapid development and be based on a noble moral foundation. As we now see, the business slogan of a state-owned entity wants the existing human resources to all expect to be "berakhlak" to provide the best service. (Siddiq) because honesty is expensive. In this day and age, Parents can teach untouched nature by getting children used to being honest in words and deeds. Trust (Amanah) also has an expensive value. Trust can lose with betrayal. The second trait position the father and mother of the government have done as well as possible. To be able to be an example for subordinates. Third Tabligh (Conveying) Conveying a good is easy for someone.

Keywords: Human Resources Management, Moral Message

INTRODUCTION

Human resources are essential in any commercial activity because their quality determines the performance of the enterprise. The management and development of human resources is an investment for the company because it needs maintenance costs. Still, in this case, the company's profit is enormous. Because the employees owned become Professionals and are reliable in all jobs in the company, improving employee performance can run according to goals if the organization knows what strategies to implement. The system defines as decisions and actions to achieve company goals at every level of the organization (Mulyadi et al., 2021). Human resource development is an activity that must be carried out by organizations so that their knowledge, abilities, and skills follow the guidance of their work. With this development activity, it hopes to improve and overcome shortcomings in carrying out work better through the development of science and technology used by the organization. Thus, human resource development is an effective way to face challenges (Luran and Hidayatul, 2022).

To achieve this, the institution needs to provide direction to employees to improve performance, which is one way of conducting training and development, the most efficient approach to overcoming the challenges that are experienced by all organizations, particularly regarding enhancing the performance of the workforce (Chairunnisah et al., 2021).

Practice Method or Training Mode

The exercise needs of the work depend on various factors, namely time, cost, number of participants, basic education level, the participants' background, and others. Exercise Methods, according to (Afandi, 2013; Sudianto and Mulyadi, 2019)

1. On the Job, where the participants exercise direct work spot to study and imitate one Job under the guidance of a supervisor
2. The vestibule is an exercise performed in a classroom or workshop, usually organized in the industry, to introduce a job to new employees and train them to do the work.
3. Demonstration and example are a method of exercise that employs demonstrations and explanations of how to do or work through examples or work that demonstrate.
4. Simulation is a situation or event that is displayed as similarly as possible to the actual case but is only an imitation of it.
5. Apprenticeship is a way to develop carpentry skills so that the employees concerned can learn all aspects of their work.
6. Classroom methods are a method of meeting in the classroom, including lectures (teaching), conferences (meetings), programmed instruction, case study methods, role-playing, discussion methods, and seminar methods.

Education Methods

Educational methods are, in the narrow sense, to improve the skills and aptitudes of the manager to lead his subordinates effectively. The process of education/development, according to Andrew, is as follows (Chairunnisah *et al.*, 2021):

1. Training methods or classroom methods is a method of exercise in the classroom that can also be used as an educational method because the manager is also the employee
2. Understudies are development techniques that carry out with hands-on practice for a person
3. Job rotation and planned progression is a technology development so that transferring participants from one position to position to another periodically adds expertise and prowess.
4. Coaching- counseling. Counseling is a way of schooling by having discussions between workers and managers about personal things, such as their desires, fears, and aspirations. Coaching is an education method that teaches superior's work skills to their subordinates.

5. The executive or multiple management board is a standing advisory committee consisting of prospective managers. They participate in the thinking or solving problems company problems for then recommended.

Morals are one of the three basic frameworks in Islamic teachings. Aqidah, sharia and morals are interrelated and inseparable things. Morals are the fruits resulting from the process of applying aqidah and sharia. Like a building, morals are the perfection of the building after the foundation and structure are strong. So, it is unlikely that this moral will realize in a person if he does not have good aqidah and sharia (Marzuki, 2009: 13). The Prophet Muhammad was sent to this earth carrying the primary mission to perfect the noble morals of a man. As in the hadith: It means: "Verily I was sent (Allah) to perfect morals (ethics)." (HR. Bukhari).

To realize noble morals, it is necessary to have continuous coaching. Not only in the scope of the family but since the most basic education, the school has also been involved and become one of the visions and missions of Ibnu Sina University. Students who have graduated expect to evolve into excellent and moral individuals. Muslims wish to master science and technology, and constantly experience rapid development, a noble moral foundation. As we now see, the business slogan of a state-owned entity wants the existing human resources to all expect to be "berakhlak" to provide the best service. Because we are sure we will account for everything later.

METHOD AND PROCEDURES

Student Center Learning (SCL):

- a) Small Group Discussion (SGD). The discussion method is a learning model that involves groups of students and groups of students or groups of students and teachers to analyze, explore or debate a particular topic or problem.
- b) Contextual Learning (CL). Contextual learning begins with an oral presentation or question and answer (friendly, open, negotiation) related to the real world of a student's life.
- c) Problem-Based Learning (PBL). This learning model trains and develops the ability to solve problems oriented to authentic problems of the student's life to stimulate the ability to think at a high level.

Tabel. 1 Schedule for Community Service Implementation

No	Time	Theory
1	08.30 - 09.00	Participant Registration

2	09.00 - 10.10	Material Practice method or training mode
		Material II Education Methods
3	10.10 - 11.00	Material III Moral Message
4	11.00 - 12.00	Discussion and Q&A Documentation Closing

RESULTS

The purpose of this training is to reiterate to graduate students at Ibnu Sina University that the importance of managing Human Resources, which expect during lectures, will be passed through the knowledge obtained.

The scientific focus is Human Resource Management, where the student works or the student's business. Of course, it is also inseparable from the Moral Message that must carry out, as our culture always teaches the Values of goodness.

First, as a student with a master's, of course, honesty is essential for someone always to be honest (Siddiq) because honesty is expensive. In this day and age, honesty is brutal in adults and children. Parents can teach untouched nature by getting children used to being honest in words and deeds. Secondly, in addition to fairness, trust (Amanah) also has an expensive value. Trust can lose with betrayal. Second trait position that the father and mother of the government have done as well as possible. To be able to be an example for subordinates. Third Tabligh (Conveying) Conveying a good is easy for someone, but conveying a vice will be brutal for some people. It would be best if you dared say that in working and giving a position, you swear so that it always remembers so as not to get out of the flow or the path of self-harm. Fourth is Fathonah (Intelligent). Children can achieve this trait by seriously learning religious and general science, as fathers and mothers do today. Fathers and mothers who give the opportunity and health to gain knowledge will become knowledge that forgives later for many people.



Figure 2 Closing and Group Foto



Figure 1. Group Foto

CONCLUSION

Yang functions to carry out human resource planning, application, recruitment, training, career development of employees or employees, and initiatives towards the organizational development of an organization or company. Companies can only need HR management. That is the one responsible for taking care of the company's various needs related to Human Resources (HR), including Human Resource Management (MSDM), so that all activities or work run smoothly and more efficiently. But the most important thing is how human resources can apply excellent and moral values in work, which are the four principles that must carry out while still alive. Honest, Amanah, Tabligh (Conveying) Openly or transparent, and Fathonah (Intelligent) knowledge that benefits many people, not for groups or profit-making on their own.

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