

Mohammad Sofwan Effendi
Indah Susilowati
Dedi Purwana



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**SUMBER DAYA MANUSIA
PENDIDIKAN TINGGI**



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KATA PENGANTAR

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PENDAHULUAN

Manajemen dalam pendidikan pada dasarnya merupakan alat - alat yang diperlukan dalam usaha mencapai tujuan pendidikan. Dalam buku ajar ini dibahas tentang konsep tentang manajemen Pendidikan tinggi tentang pemahaman Tentang Pendidikan Berbasis Kompetensi (*Competence Based Education-CBE*), Peran Guru dalam Keberhasilan Kurikulum Pendidikan Berbasis Kompetensi, Pendidikan Berbasis Kompetensi di Indonesia, Agenda 2030 dan Pendidikan Berkualitas, Kualitas dan Kesetaraan Pendidikan, Permasalahan *Higher Education* Berdasarkan Kritik dari Komunitas Internasional, Peningkatan Kesetaraan dan Kualitas Pendidikan Perencanaan Sumber Daya Manusia yang Berkualitas, Pemantauan Kinerja Sumber Daya Manusia, Meninjau Kinerja Sumber Daya Manusia, dan Pola Penilaian Kinerja Sumber Daya Manusia.

Untuk memudahkan kita menjawab pertanyaan di atas, maka pembahasan dibagi dalam dua kegiatan belajar yaitu: (1) Meningkatkan Akses dan Partisipasi Masyarakat Pada Pendidikan Perguruan Tinggi, (2) Meningkatkan Kualitas dan Kesetaraan Pendidikan (3). Meningkatkan Potensi di Seluruh Negeri.

Setiap kegiatan belajar dilengkapi dengan uraian materi, konsep, tabel, latihan, rangkuman untuk menguji kemampuan anda terhadap kompetensi yang telah disajikan

Setelah mempelajari modul ini, secara khusus Anda dapat menjelaskan tentang:

1. Pemahaman Pendidikan berbasis kompetensi,
2. Memahami kualitas dan kesetaraan Pendidikan
3. Memahami tantangan kualitas dan kesetaraan Pendidikan tinggi di Indonesia dan tantangan di dunia internasional
4. Mengetahui pemantauan, peninjauan dan penilaian kinerja sumber daya manusia

Tips Mempelajari Buku Ajar ini Anda akan berhasil mempelajari materi pada buku ajar dengan cara membaca secara cermat, pelajari kompetensi khusus yang ingin dicapai, buatlah catatan kecil tentang hal-hal yang Anda anggap penting dan berlatih dengan soal yang tersedia. Selamat Belajar Sukses Selalu!



PENDIDIKAN BERBASIS KOMPETENSI

A. PENGANTAR

Evaluasi pembelajaran siswa merupakan persyaratan untuk akreditasi, yang menunjukkan bahwa universitas terlibat dalam inisiatif perbaikan terus menerus untuk mengevaluasi secara kritis program mereka secara teratur untuk memastikan siswa cukup siap menghadapi angkatan kerja pada saat ini (*The Higher Learning Commission*, 2014). Rancangan kurikulum harus disusun dengan hati-hati yang berfokus pada pengembangan motivasi siswa untuk mempertahankan pengetahuan, keterampilan, kemampuan, dan perilaku yang telah dipelajari (Cates et al., 2021). Dalam konteks seperti itu, diperlukan perubahan sistem, metode, dan konten pelatihan pendidikan guru. Namun, dari sudut pandang saat ini, perubahan seperti itu jarang terjadi. Banyak talenta yang baru saja lulus dari perguruan tinggi dan universitas mulai sebagai guru sekolah dasar atau menengah, tetapi mereka merasa kesulitan untuk menggunakan pengetahuan dan pengalaman mereka sebelumnya dan perlu mempelajari banyak teknologi baru, seperti pengajaran virtual (Yao et al., 2023). Dalam hal ini, organisasi internasional termasuk, Organisasi Pendidikan, Keilmuan, dan Kebudayaan Perserikatan Bangsa-Bangsa (UNESCO), Organisasi Kerjasama Ekonomi dan Pembangunan (OECD), dan Uni Eropa (UE) memelopori kebutuhan untuk mendefinisikan ulang kurikulum sekolah dengan mengintegrasikan pendidikan berbasis kompetensi (Ndomondo et al., 2022).

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MENINGKATKAN KUALITAS DAN KESETARAAN PENDIDIKAN

A. PENGANTAR

The Millennium Development Goals (MDGs) secara resmi dimulai pada tahun 2001 (bukan pada tahun 2000, bertentangan dengan asumsi umum) sampai 2015, ketika MDGs digantikan oleh *Sustainable Development Goals* (SDGs), yang berjalan sampai 2030. Tujuan dari proyek yang saling berhubungan ini adalah untuk memobilisasi aktor lokal dan global untuk mengatasi masalah yang mengancam kesejahteraan planet ini dan masyarakatnya. Dalam mengejar tujuan ini, penting untuk menarik penelitian untuk menginformasikan semua bidang relevansi, termasuk peran pendidikan, yang dihipotesiskan oleh Annan-Diab and Molinari (2017) untuk menjadi pendorong utama yang potensial dalam pembangunan berkelanjutan (Kushnir & Nunes, 2022)

Penelitian sebelumnya tentang MDGs dan SDGs terutama difokuskan pada tata kelola internasional kedua proyek tersebut (Biermann et al., 2017; Fukuda-Parr, 2014), sejauh mana proyek SDG menjadi versi perbaikan dari proyek MDG (Briant Carant, 2017), dan dalam mengevaluasi pencapaian dan tantangan dalam desain dan implementasi kedua rangkaian tujuan tersebut dalam konteks nasional (Assefa et al., 2017; Fukuda-Parr et al., 2013; Jacob, 2017). Setiap proyek mencakup tujuan yang berfokus pada pendidikan, Tujuan 2 dalam MDGs (MDG 2 'Mencapai

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MENINGKATKAN POTENSI DI SELURUH NEGERI

A. PENGANTAR

Persaingan global yang terjadi saat ini menjadi telaah untuk pengembangan sumber daya suatu institusi/organisasi. Sumber daya manusia merupakan bagian yang penting dalam sebuah institusi/organisasi (Labola, 2019). Institusi/Organisasi harus memperoleh dan mengembangkan bakat unik tersebut untuk bersaing di pasar. Bakat karyawan merupakan ciri khas suatu organisasi (Rofaida, 2016).

Setiap organisasi membutuhkan sumber daya untuk mencapai usaha yang ditentukan (Dew, 2009). Sumber daya manusia merupakan salah satu faktor penting yang terus didiskusikan. Oleh karena itu diperlukan upaya lebih untuk membangun pembangunan manusia sebagai tenaga kerja. Organisasi harus mampu mengelola dan memanfaatkan sedemikian rupa sehingga potensi sumber daya manusia dalam organisasi dapat dikembangkan. Penelitian Dew, (2009) menawarkan model dengan melihat potensi kreativitas inovator, baik secara intrinsik maupun ekstrinsik. Sumber daya manusia yang kreatif sangat membantu perubahan organisasi. Jadi, organisasi perlu mengidentifikasi sumber daya manusia yang memiliki kreativitas intrinsik dan ekstrinsik. Hal ini kemudian akan sangat mendukung pola perubahan secara teratur dan juga dapat meningkatkan motivasi kerja individu dan kelompok (Werdhiastutie et al., 2020).

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Buku Ajar Manajemen **SUMBER DAYA MANUSIA PENDIDIKAN TINGGI**

Inovasi yang berkelanjutan salah satunya dipengaruhi oleh kesiapan dunia usaha dalam membangun dan menyiapkan Sumber Daya Manusia (SDM) yang unggul dan berkualitas global. Hal ini berarti memiliki talenta dengan standar kompetensi yang tinggi di bidangnya masing-masing serta memiliki karakter yang kuat yang mampu bersaing di tingkat global sangat diperlukan setiap SDM. Persaingan antar individu dan bahkan antar bangsa semakin ketat sehingga inovasi yang berkelanjutan salah satunya dipengaruhi oleh kesiapan dalam membangun dan menyiapkan Sumber Daya Manusia (SDM) yang unggul dan berkualitas global melalui, pendidikan berbasis kompetensi, peningkatan kualitas pendidikan, pemerataan pendidikan, mengetahui pemantauan, peninjauan dan penilaian kinerja sumber daya manusia.