

Evolution Human Resources Management Ulu Al-Albab in The New Era

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Abstract

In this era of industry 4.0 or disruption which becomes global, where the effect of technology especially information, communication, and transportation runs rapidly, it is very difficult to find Ulu al-albab profile that really can be standard in the al-Qur'an because Ulu al-albab is not only intellectual, but also emotional spiritual ability. The focus of this research is to find out the evolution human resources management ulu al-albab in the new era is developed at the State Islamic University of Maulana Malik Ibrahim (UIN Malang) Malang, Indonesia. This research method is qualitative approach. The results of the research are: The philosophy of ulu al-albab perspective developed by the UIN Malang is actually the same as the term of spirituality, with the ulul albab method that produces: (a) Morals, (b) Spiritual, (c) Science, and (d) Professionalism; which is associated with mind, heart, intellect, insight, understanding, wisdom, with strategy, namely: (a) Increasing integration; (b) Sharpening sensitivity; (c) Ensuring relevance; (d) Developing; and (e) Maintaining independence.

Keywords: evolution, human resources management, philosophy of ulu al-albab, spirituality



Introduction

In this era of industry 4.0 or disruption which becomes global, where the effect of technology especially information and communication and transportation runs rapidly, it is very difficult to find Ulu al-albab profile that really can be standard in the al-Qur'an because Ulu al-albab is not only intellectual, but also emotional spiritual ability [1]. The philosophy of ulu al-albab perspective developed by the UIN Malang is actually the same as the term of spirituality, with the ulu al-albab method that produces: (a) Morals, (b) Spiritual, (c) Science, and (d) Professionalism.

Research method

This research needs the deep observation in the natural setting which is known as qualitative approach [2,3] as stated as: “.....naturalistic approach in education field.” The steps of this research are firstly, data collection of the site of the research (UIN Malang) as the subject. The data entered are observed, coded and made by seeing the categories developed in a theme. Secondly, based on the conceptual result of the subject, it made the analysis by making conceptual development which was resulted by the subject. By these steps, the steady conceptual result can be obtained and can be abstracted deeply about the Evolution Human Resources Management ulu al-albab in the New Era in the site of the research. To reveal the last result, modified analytic induction is applied as the way to develop and verify the theory.

Evolution and revolution human resources management ulu al-albab in reality

Since 2011, Industry Revolution 4.0 had socialized in the world, and next step is Society 5.0, including in education sector. Teaching and learning also changed according to future orientation. Changing in literacy revolution (e.g.: *reading, writing, & arithmetic* shifted to the data literacy, technology, human). Society 5.0 drives the Information revolution, digitalization in all human sectors. Emerge the Covid 19 Pandemic and New Normal [4].



Figure 1. Revolution and Evolution Human Resources Management between Covid 19 Pandemic & New Normal [4]

The Education challenges in e future:

1. In the future will be set up the foreign high education will be launched in Indonesia (e.g Harvard University, Sidney University, California University).
2. Emerge the disruptive innovation in education by online and distance learning massive (impact of Covid 19 Pandemic).
3. Increasing Teaching and Learning Process using the digital technology (Online system)
4. Increasing the quality cost of lecturers recruitment and reward.
5. Increasing the commitment of the humanity and national value in every teaching and learning process.

While the school plays the role of applying character education within (1) combining teachers, parents and students altogether to emphasize the character they want; (2) Train teachers to integrate character education into the life and school culture, (3) Cooperate with parents and the community to teach students on how character behavior is important for success in school and in life, and (4) The principal, teachers, parents and community should get the opportunity to be a model of social and moral attitudes. Contrary to the concept of holistic approach and continued with the efforts made by the school, it can be understood that the process of character education must be carried out continuously (continually) so that the moral values that have been embedded in the child's personal not only to a certain level of education or only appear in the family or community environment only. In addition, the moral practices of children do not seem to be formality, but are completely embedded in the child's soul.

To realize the ongoing character education (continually) is to require models of integrated character education, namely: integration into the learning process in all subjects, student coaching activities, and the culture and management of schools.

1. Spiritual and emotional development,
2. Intellectual development,
3. Physical and kinesthetic development, and
4. Affective and creativity development [5]

Thomas Lickona (1992) said three elements of good character, namely:

1. Noble knowing or knowledge of morals,
2. Noble feeling or feelings about morals and
3. Noble action or moral acts.

Students are able to understand, feel and work on the values of virtue:

1. Spiritual depth,
2. Moral nobility,
3. The breadth of science,
4. Professional maturity [5]

Ali Imron [4] stated that: “Key Success Factors in the 4th Industrial Revolution Era (see Figure 2).”

Also, Ali Imron [4] stated that: “Cultivate human-tech literacy resources in the 4th IR Era (see Figure 3).”

Finally, development strategy Model of Ulū al-Albāb-based science integration will be integrated with institutional while traversed with the development of the tree of sciences with four processes, namely: (a) deepening of spirituality, (b) the determination/improvement of morality, (c) Expansion/mastery of intellectuality, and (d) the maturation of professionalism.[6]

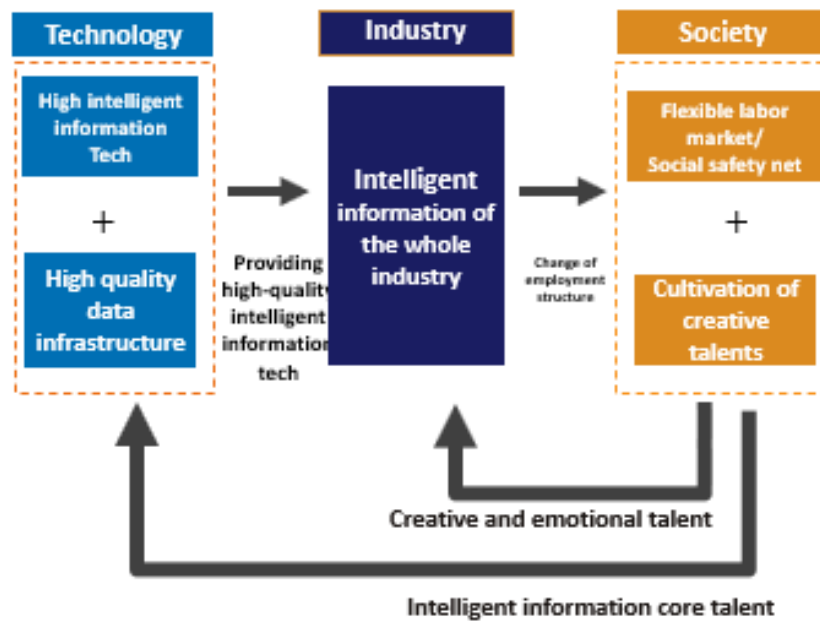


Figure 2. Key Success Factors in the 4th Industrial Revolution Era

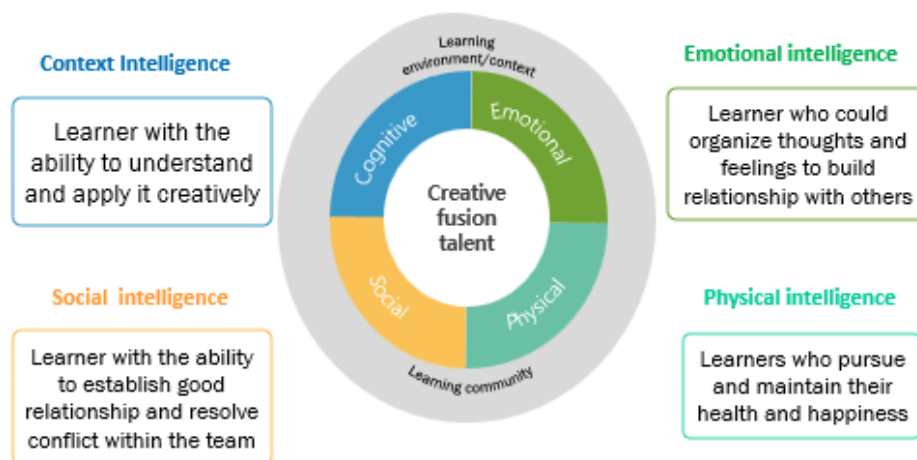


Figure 3. Cultivate human-tech literacy resources in the 4th IR Era

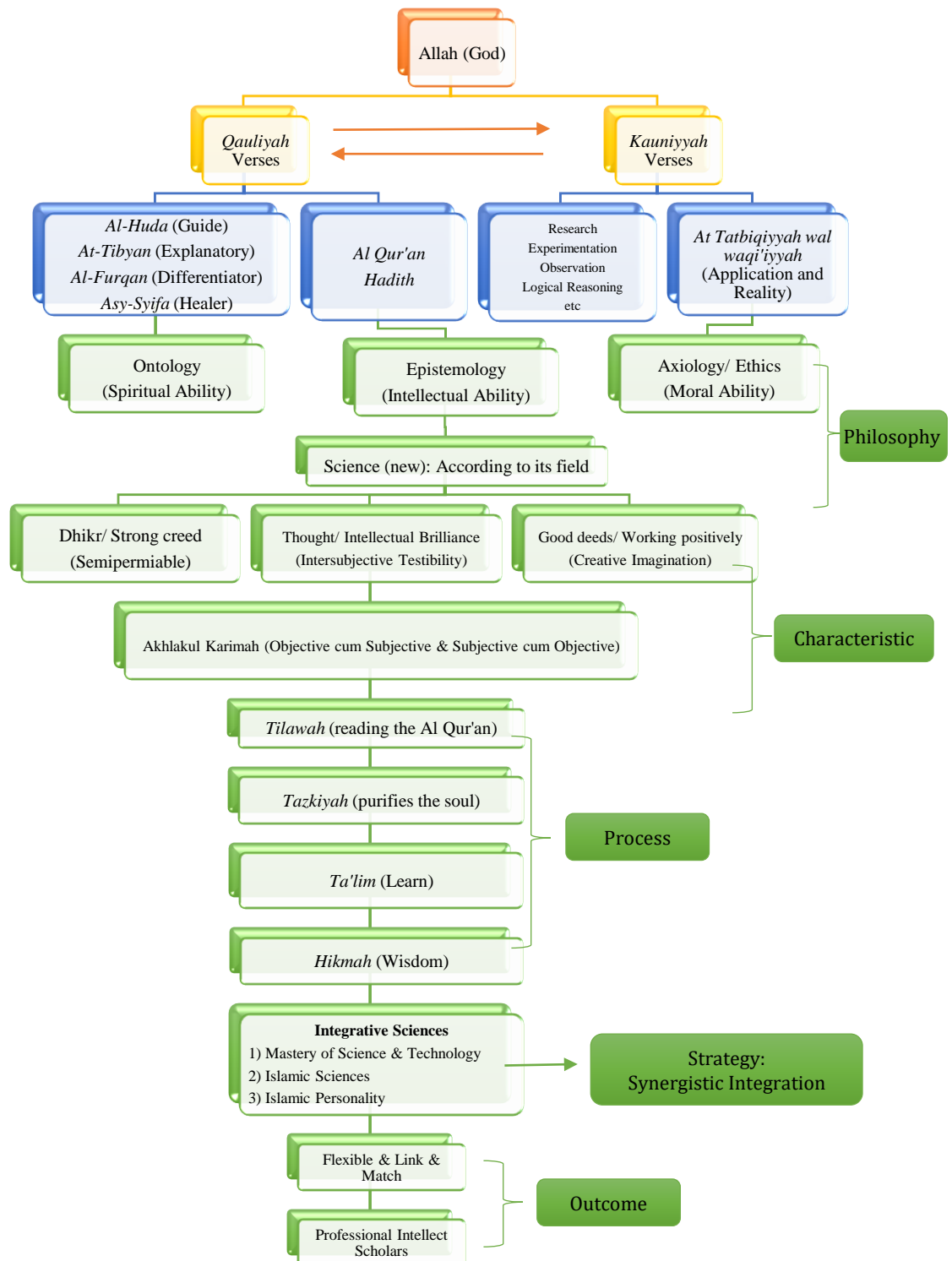


Figure 4. Science Integration Development strategy flow chart

Conclusion

Evolution human resources management ulu al-albab in the new era can be standard in the al-Qur'an because Ulu al-alba is not only intellectual, but also emotional spiritual ability, with the ulul albab method that produces: 1. Spiritual depth, 2. Moral nobility, 3. The breadth of science, 4. Professional maturity.

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