

# Management of Providing Scholarships by the Human Resources Development Agency for Educators in Aceh Province, Indonesia

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**Abstract.** Management of scholarships can be interpreted as everything related to the management of the planning process to the follow-up of scholarships to achieve the goals that have been set, both short, medium and long-term goals. This study aims to determine the management of scholarships by the Human Resources Development Agency for teaching staff in Aceh Province. The method used is a descriptive analysis method with a qualitative approach - data collection techniques through observation, interviews and documentation. The research subjects were the Head of Human Resources Development and Cooperation of the Human Resources Development Agency, Sub-Coordinator for Cooperation Planning and Alumni Utilization, Sub-Coordinator for Apparatus Resource Development, Assistant for Technical Implementation of Activities, Scholarship Management Analyst, and Scholarship Committee. The research results show that: 1) Planning for scholarships for teaching staff is designed based on suggestions from the district/city government, and then a meeting is held to determine a work plan. Scholarships will be opened in various categories if the special autonomy funds are sufficient. 2) The implementation of the scholarship begins with the mechanism for registration, selection, and disbursement of funds which the committee carries out according to the existing formalities. 3) Evaluation is carried out both online and offline. As for online via the WhatsApp Group and offline, it is carried out by monitoring a team of experts from the Human Resources Development Agency to the intended university. 4) Human Resources Development Agency follow-up on scholarship recipients for educators, namely by increasing competence so that they can serve to improve the quality of education in Aceh Province. 5) Obstacles during the scholarship process are community issues regarding the closed selection of scholarships, difficulties in collecting data as needed, and information circulating in the community about scholarship regulations. The solution taken by Human Resources Development Agency in responding to this obstacle is to increase publications and routinely remind recipients to provide data on time.

**Keywords:** Management; Scholarships; Educators.

## INTRODUCTION

In essence, Indonesia's national development is to develop the Indonesian people. Therefore, this means that growth in Indonesia is not only about physical facilities but includes the formation of quality human resources. Quality education is also needed to form quality human resources. Therefore, professional educators who can design according to the times must create education that produces and develops quality human resources.

Professional teachers not only master the fields of science and teaching materials and master the correct methods but are also able to motivate students and have high skills and broad insight into the world of education. Professional teachers must also have a deep understanding of human nature and society. These natures will underlie teachers' mindsets, work patterns and loyalty to the education profession.

According to [1], teachers are professional educators with the main task of educating, teaching, guiding, directing, training, assessing, and evalu-

ating students in early childhood education through formal, primary, and secondary education. A professional teacher is a person who has unique abilities and expertise in the field of teacher training so that he can carry out his duties and functions as a teacher with maximum skills, or in other words, a professional teacher is a person who is well-educated and well trained and has rich experience in his field.

Therefore, to form teacher candidates ready to work professionally to realise quality education, one of the efforts is the availability of tertiary educational institutions that aim to prepare and produce educators or teachers. To obtain a professional educator certificate, teachers must participate in a teacher professional education program to develop human resources to form the required competencies.

The presence of management in efforts to improve the quality of education is no longer indisputable. Management is an integral part of activities for strengthening and relevant educational quality. It is hoped that all stakeholders in the world of education can understand their role. This is comparable to what [2] explained: "Management in education acts as a structuring or management of education to achieve quality goals as determined by SISDIKNAS Law No 2 of 2003".

Human resource management empowers or maximises organisational members to achieve organisational goals effectively and efficiently. Authors [3] state, "Human resource management is related to the implementation of management functions starting from planning, organising, directing to monitoring which plays an important role effectively and efficiently in supporting the achievement of individual and organisational goals". This is in line with what [4] said: "Human resource management is a process related to the utilisation of humans in doing a job to achieve the maximum level or be effective and efficient in realising the goals to be achieved within the company, an employee and also society".

The Aceh Human Resource Development Agency (BPSDM) is one of the agencies formed under the Aceh Qanun No 13 of 2016 which has the main task of carrying out the functions of supporting government affairs which are the authority of the Provincial Region in the field of Human Resource Development by the provisions of the applicable laws. Authors [5] state: "The Aceh Human Resource Development Agency is a government

agency that supports the Governor of Aceh's vision in creating reliable and competitive Acehese human resources".

BPSDM has the task of managing increasing apparatus and non-apparatus human resources and collaborating with domestic and foreign educational institutions to provide study assignments/scholarships for devices and non-apparatus. According to [6]: "Aceh BPSDM scholarship activities include recruitment and selection, determination of graduation, collaboration with educational institutions, preparation of plans for funding requirements, evaluation and preparation of reports on the assignment of study/scholarship assignments".

According to [7]: "Scholarships are the provision of financial assistance to individuals that aim to be used for the continuation of the education being pursued". Based on the 2021 Aceh BPSDM work report, this agency is carrying out efforts to implement Aceh Peumulia through the provision of accessible, fast and quality government services, especially in the provision of education and prioritising Aceh Carong through sending Aceh's best sons and daughters to get an education at prestigious universities so that later they can contribute to development upon returning to Aceh.

The results of interviews with the scholarship management staff at BPSDM Aceh found that Aceh still has a low quality of education, so it is hoped that the provision of scholarships to educators can increase the competence of educators, which is expected to have an impact on improving the quality of education in Aceh. This is because one of the leading educational factors is the educator. According to [8]: "The implementation of the scholarship program by the Aceh government is the result of adopting a policy aimed at improving and developing education which is the government's step in developing education to improve human resources".

Based on the observations and interviews, data was obtained that in 2021 the scholarship categories that PNS educators could take part in studied assignment scholarships and the Pre PPG educational scholarship category in which PNS, Contract and Devotional Teachers could participate. Then, in 2022 only Pre PPG education scholarships will be opened because they are adjusted to the available funds.

Based on the narrative results of interviews with Aceh BPSDM employees, facts on the ground found several serious problems that need to be considered related to issues circulating in the process of providing scholarship information. So that further research is necessary so that these issues can be a solution to improving public trust in BPSDM Aceh.

## METHOD

This research uses a descriptive method with a type of qualitative research which will produce data in the form of literature reviews, journals, theses and supporting documents. According to [9]: "Qualitative research is used to examine the conditions of natural objects where researchers act as key instruments". In this study, the authors will select several sources of data and documents that can be trusted by institutions related to research objects directly or indirectly involved.

This research occurred at the Aceh Human Resources Development Agency office on Jalan T. Panglima Nyak Makam, Ulee Kareng District, Banda Aceh City. Reliable journals, theses and documents also assist this research. This study's subjects were four: the Head of Human Resources Development and Cooperation, the Technical Implementation Assistant for Activities, the Scholarship Management Analyst and the committee. The data collection techniques used in this study are interviews and documentation.

Data analysis techniques are carried out using the data steps that have been collected and then processed and analysed with existing theories and applicable laws and regulations, then compiled and presented in the form of work using qualitative research methods by the nature of this research, which is analytical descriptive. The author [10] stated this: "Qualitative data analysis is the process of systematically searching for and compiling data obtained from interviews, field notes, and other materials so that they can be easily understood and the findings can be informed to others".

## RESULTS AND DISCUSSION

*Planning for Pre-PPG Education Scholarships.* The study results show that the planning for Pre-PPG educational scholarships is designed at the end of the year before the activities are carried out. This

scholarship is open only to high school/vocational high school/equivalent educators. This scholarship is carried out to increase competency in the PPG National Selection in Position, which the Directorate General of Teachers and Education Personnel holds. This scholarship program is given to contract PNS teachers/subject teachers in Aceh province.

Planning for the Pre PPG Education scholarship was opened because of a letter issued by the Director General of Teachers and Education Personnel of the Ministry of Education, Culture, Research and Technology Number: 4841/B2/GT.03.05/2021 concerning the 2021 Teacher Professional Education program. It was stated that the 2021 PPG program could not be implemented because there was no recruitment this year for both In-service PPG and Pre-service PPG. Therefore, the Ministry of Education and Culture and Research and Technology recommends that the Aceh PPG program be transferred to the Pre-PPG Education program to prepare for implementing PPG in 2022. Pre-PPG educational scholarships are opened based on the needs of the education office

*Implementation of Pre-PPG Educational Scholarships.* Implementing the Pre PPG educational scholarship starts with the selection process and ongoing activities. The Pre PPG Education Scholarship is carried out with the stages of administrative selection, written exams and interviews. The executive selection is made at BPSDM, while the written piece and discussions are online at USK. The subject areas that are opened in this scholarship are adjusted to the needs of the Education Office. In 2021, the subject areas that will be opened were Indonesian, economics, English and mathematics, with a quota of 443 people. Whereas in 2022, the subject areas that will be opened are physics, biology, PPKN, chemistry and sports, with a percentage of 200 people.

This 2021 pre-PPG educational scholarship activity was carried out for ten days with four batches. After carrying out this activity, a Pre PPG education certificate is given. This Pre-PPG scholarship is a collaboration with Syiah Kuala University so that BPSDM Aceh offers all funds for activities to the organiser, namely USK. At the same time, scholarship recipients participate in activities by obtaining pocket money and transportation money from the organisers after the training. This activity was carried out at the Oasis Aceh Hotel by inviting central sources and academics

from USK. The schedule for this activity is carried out on:

Batch 1: February 4–14, 2022

Batch 2: February 24 – March 6, 2022

Batch 3: March 7-17, 2022

Wave 4: March 17-27, 2022

Meanwhile, pre-PPG educational scholarship activities in 2022 will be carried out in collaboration with USK as the organiser and known to the Ministry of Education and Culture. The invited speakers came from USK centres and academics. This activity was carried out for ten days, with the disbursement of funds for pocket and departure money only once.

*Evaluation of Pre-PPG Educational Scholarships.* An independent review was carried out on something other than this scholarship because the implementation lasted ten days. The study results said that scholarship recipients who had carried out Pre-PPG activities and obtained certificates were considered to have had the provisions and were recommended to participate in PPG education in positions in the coming year. This Pre PPG Education Scholarship is a collaboration with USK so that the final activity report received by BPSDM is made only from the campus (USK) to see the results of the activity.

The final activity report is prepared to show the performance quality of all Aceh Human Resource Development Agency elements. All the hard work done to achieve the vision and mission of the Government of Aceh through programs and activities as well as a good management process flow, from careful planning to practical evaluation. Evaluation is also needed to identify the extent to which the Aceh Human Resource Development Agency's work unit is capable of implementing its programs and activities and of identifying the realisation of achievement of program and activity performance targets as set out in the Aceh Human Resource Development Agency Strategic Plan document, as well as take an inventory of all obstacles and problems encountered in program implementation.

*Supporting and Inhibiting Factors.* The results showed that the supporting factors for the Pre-PPG Pre-Education scholarship activities were support from various parties, especially the community, the Aceh government and universities. At the same time, the inhibiting factors felt by BPSDM during the implementation of the Pre-PPG Education scholarships were arranging and reminding recipients of activity schedules ac-

ording to predetermined waves. Then it was challenging to collect the re-registration files because the recipient was far from the BPSDM office. The solution offered by BPSDM in dealing with this obstacle is to provide accommodation facilities that are the same as the activities carried out, namely at the Oasis Aceh Hotel. This is to make it easier for recipients to be on time when participating in activities.

## CONCLUSIONS

Based on the results of research and data analysis that has been done, it can be concluded that:

- 1) Planning for scholarships for teaching staff is designed based on suggestions from the district/city government, and then a meeting is held to determine a work plan. Scholarships will be opened in various categories if the special autonomy funds are sufficient.
- 2) The implementation of the scholarship begins with the mechanism for registration, selection, and disbursement of funds which the committee carries out according to the existing formalities.
- 3) Evaluation is carried out both online and offline. As for online via the WhatsApp Group and offline, it is carried out by monitoring a team of experts from the Human Resources Development Agency to the intended university.
- 4) Human Resources Development Agency follow-up on scholarship recipients for educators, namely by increasing competence so that they can serve to improve the quality of education in Aceh Province.
- 5) Obstacles during the scholarship process are community issues regarding the closed selection of scholarships, difficulties in collecting data as needed, and information circulating in the community about scholarship regulations. The solution taken by Human Resources Development Agency in responding to this obstacle is to increase publications and routinely remind recipients to provide data on time.

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