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Management of Strengthening Human Resources at Darullughah Wadda'wah International Islamic University, Bangil, Pasuruan

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Abstract: *This study examines the management of strengthening human resources at Darullughah Wadda'wah International Islamic University, Bangil, Pasuruan. The topic of study in Islamic educational institutions, especially those based on Islamic boarding schools, as the focus of this research, is of particular interest to researchers. The interest of several researchers in this field of study can be seen from several researches that have been published in scientific journals. This research uses a qualitative approach with a case study design. The study concludes that the management of strengthening human resources at the Darullughah Wadda'wah International Islamic University, Bangil, Pasuruan is carried out through three things, firstly recruiting lecturers and staff professionally, secondly, support for further studies and increasing other capacities and thirdly strengthening scientific publications.*
Keywords: *Management, Strengthening, Human Resources*

Introduction

The achievement of success in an institution cannot be separated from the Human Resources in it. Human Resources has the most important role compared to other resources owned by the institution. However, the existence of abundant Human Resources does not guarantee that an institution will achieve its desired targets. It could be that the abundance of Human Resources will become a financial burden for the institution itself. It is also possible that the number of human resources will be ineffective because they rely on each other so that the achievement targets of the institution are not achieved. Therefore, this study tries to explain the management of strengthening Human Resources at the Darullughah Wadda'wah International Islamic University, Bangi, Pasuruan.

The topic of study on strengthening Human Resource Management in Islamic educational institutions, especially those based on Islamic boarding schools, as the locus of this research, is a special attraction in the eyes of researchers. The interest of several researchers in this field of study can be seen in several studies that have been published in scientific journals. For

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example, research written by Ramdanil Mubarok,[1] M Nazar Almasri, [2] Junaidi et al,[3] Solehan,[4] Jannata Anhar, et al.[5] and several other researchers. Ramdanil Mubarak's research concludes that the human resource development process is carried out, *first*: by diagnosing needs, *second*: by designing problems, program design, participation design, educational calendar design, individual needs design, group needs design, time design, procedures, and evaluation, *third*: implementation process, and finally carrying out evaluation.[6] This research emphasizes that for human resources to be maximized properly, the main thing that needs to be considered is the level of need. In other words, the needs of human resources must be adjusted to the needs of the institution.

Meanwhile, Junaidi's research on human resource management in Islamic educational institutions concluded that the development of human resources in academic institutions should involve all elements involved in its organization, ranging from school principals, teachers, and education staff to school security. The process of developing human resources in educational institutions must also be based on needs analysis and careful planning so that it can support the process of achieving the goals of academic institutions. A good and careful process will produce human resources, namely qualified educators and education personnel.[7]

Another research, Jannata Anhar, et al. who conducted research at Madrasah Tsanawiyah concluded that in the context of human resource implementation, teacher qualifications are an important factor that needs to

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[1] Ramdanil Mubarok, "The Development of Human Resource Management in Islamic Educational Institutions," *Al-Fahim: Journal of Islamic Education Management* 3, no. 2 (September 30, 2021): 131–46, https://doi.org/10.54396/alfahim.v3i2.183.

[2] M. Nazar Almasri, "Human Resource Management: Immersion In Islamic Education," *Kutubkhanah* 19, no. 2 (January 23, 2017): 133–51, https://doi.org/10.24014/kutubkhanah.v19i2.2547.

[3] Junaidi Junaidi et al., "Development of Human Resource Management in Islamic Educational Institutions," *Journal on Education* 5, no. 3 (February 19, 2023): 10040–52.

[4] "Implementation of Human Resource Management Development in Islamic Educational Institutions | JIIP - Scientific Journal of Educational Sciences," accessed May 5, 2024, http://jiip.stkipyapisdompu.ac.id/jiip/index.php/JIIP/article/view/464.

[5] Jannata Anhar, Rani Darmayanti, and Usmiyatun Usmiyatun, "The Influence of Islamic Religious Teachers' Competence on the Implementation of Human Resource Management in Madrasah Tsanawiyah," *Assyfa Journal of Islamic Studies* 1, no. 1 (June 18, 2023): 13–23, https://doi.org/10.61650/ajis.v1i1.136.

[6] Mubarok, "Development of Human Resource Management in Islamic Educational Institutions," 144.

[7] Junaidi et al., "Pengembangan Manajemen Sumber Daya Manusia Pada Lembaga Pendidikan Islam," 10041.

be considered by madrasah managers. By ensuring that teachers have adequate qualifications, madrasas can strengthen the foundation for managing human resources well. This includes the development of relevant training and professional development programs, strengthening the selection of qualified teachers, and building a collaborative and quality-oriented work culture.[8] This information provides an affirmation that one of the important parts of human resource strengthening management is qualifications. If the person who is forced is a lecturer, then qualifications are very important, both qualifications related to the level of education and the scientific field.

So far, research on the management of strengthening Human Resources, especially at the university level, does not seem to have been widely studied by researchers. So the subject area in this research is still very possible to be developed. Furthermore, this study will also contribute to existing research, even though the existing research is only on the similarity of the subject area, but not on the specific. Furthermore, research can be a guide for Islamic boarding schools that manage universities that continue to grow every year. The advantages of pesantren-based higher education are a special attraction for prospective students.

Specifically, according to research conducted by Muhammad Mushfi El Iq Bali, Islamic boarding schools are not the same as university Islamic boarding schools. Islamic boarding schools integrate their values and systems with university education. For example, the kiai or rector serves as a figure center, mosques serve as hubs for activities, and 24-hour dormitory systems are integrated with universities and all of their resources, including lecture halls, libraries, sports fields, lecturer guesthouses, and more. In Islamic boarding schools, students are called "maha santri", where there is no dichotomy between themselves as a higher student and as *santri* students.[9]. These advantages are a special attraction for the wider community.

In fact, the choice of public requirements for Islamic boarding school-based universities is also getting wider with the presence of public study programs in higher education. For example, at UNIDA Gontor, UNHASY Tebuireng, Tribakti Lirboyo University, Darul Ulum Islamic Boarding School University, and several other campuses. Pesantren-based university that researchers call all pesantren-based universities that already have general study programs, even UNIDA Gontor already has medical study programs. Of course, the presence of general study programs will affect many things, including the number of lecturers, the number of students, and the pesantren

[8] Anhar, Darmayanti, and Usmiyatun, "The Influence of Islamic Religious Teachers' Competence on the Implementation of Human Resource Management in Madrasah Tsanawiyah," 21.

[9] Muhammad Mushfi El Iq Bali, "Islamic Universities Based on Islamic Boarding Schools," *Al-Tanzim: Journal of Islamic Education Management* 1, no. 2 (August 17, 2017): 11–12, https://doi.org/10.33650/al-tanzim.v1i2.109.

itself. Therefore, the theme of strengthening management is very interesting to conduct more in-depth research.

More technically, Management comes from the word *to manage* which means to manage. That is, management is a process to realize the desired goal. To apply management science in daily life, one must understand and understand what management is. The definition of management science in general can be understood so that it can be implemented properly and correctly. Management is a process where a person can manage and direct everything that is done by each individual or group. From this understanding, management science can be understood as the ability to manage something so that the goals to be achieved can be met. Basically, this has often happened in real life. Everyone has certainly practiced management science indirectly in their daily lives.[10]. This opinion can be expressed in daily life. In essence, a person's behavior in his life is always based on management, only not being aware of these activities.

Luther Galick defined management as a field of science that systematically seeks to understand why and how humans work together to achieve goals and create a system of cooperation, which is more beneficial to humanity. In addition, management is basically the process of using resources effectively to achieve certain goals or objectives.[11]. This definition emphasizes that the core of management is how to work systematically for the benefit of human beings.

Meanwhile, if you use a more specific one, human resource management According to Hall T. Douglas and Goodale G. James as quoted by Fahimah Akilah, namely human resource management is *the process through which optimal fit is achieved among the employee, job, and organization, and environment so that employees reach their desired level of satisfaction and performance and the organization meets its goals* (Human Resource Management is a process through which optimal fit is obtained between employees, the work of the organization and the environment so that employees achieve the level of satisfaction and performance they want and the organization meets its goals).[12] This definition simply states that HR management aims to meet the "satisfaction" and "performance" desired by the organization.

Meanwhile, according to Edwin Flippo translated by Moh. Masud that "human resource management is the planning, organization, direction, and

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[10] Anis Zohriah et al., "The Scope of Islamic Education Management," *Journal of Dirosah Islamiyah* 5, no. 3 (July 5, 2023): 705–6, https://doi.org/10.47467/jdi.v5i3.4081.

[11] "Management of Islamic Boarding Schools in Fostering the Ummah | Edukais : Journal of Islamic Thought," 83, accessed July 8, 2023, http://ejournal.unibo.ac.id/index.php/edukais/article/view/66.

[12] Fahmiah Akilah, "The Role Of Human Resource Management In Educational Institutions," *Adaara: Journal of Islamic Education Management* 6, no. 1 (June 1, 2018): 521, https://doi.org/10.35673/ajmpi.v6i1.282.

control of labor procurement, development, compensation, integration, maintenance, and termination of employment with human resources to achieve individual, organizational, and societal goals". According to Malayu Hasibuan, "human resource management is the science and art of regulating the relationship and role of the workforce so that it is effective and efficient to help the realization of goals". According to Bashir Barthos, human resource management includes problems related to the coaching, use, and protection of human resources, both in working relationships and those who are self-employed. According to Amin Widjaja Tunggal, human resource management is a management function related to the recruitment, placement, training, and development of organizational members. According to T. Hani Handoko, human resource management is the withdrawal, selection, development, maintenance, and use of human resources to achieve goals, both individually and organizationally.[13]. The essence of human resource management is to maximize the potential possessed by organizing all of them for organizational purposes. Through human resource management, the goals of an organization will be achieved well by utilizing all its components.

Method

This research uses a qualitative approach with a case study design. Case Studies are derived from the English translation of "*A Case Study*" or "*Case Studies*". The word "Case" is taken from the word "*Case*" which according to the Oxford Advanced Learner's Dictionary of Current English. Delineates three interpretations: 1) an instance or example of the occurrence of something, 2) the actual state of affairs or situation, and 3) the circumstances or special conditions on a person or thing. The meanings are as follows: 1) instances of occurrence, 2) the real state of events or situations, and 3) specific conditions on a person or entity. A Case Study is a comprehensive series of scientific activities conducted intensively and meticulously regarding a program, event, or activity, whether involving individuals, groups, institutions, or organizations, to acquire profound insights into the subject matter. The selected incident, henceforth referred to as a case, is a current real-life occurrence rather than a historical one.[14].

The location in this study is Darullughah Wadda'wah International Islamic University, Bangil, Pasuruan (hereinafter referred to as UII Dalwa), an Islamic educational institution with Bachelor's, Master's, and Doctoral education. The selection of the research locus in this place is because UII Dalwa is a higher education institution that is quite progressive in carrying out institutional development. Data collection techniques are carried out through in-depth interviews, observation, and documentation. From this data, the researcher analyzes so that more focused conclusions can be drawn.

[13] Almasri, "Human Resource Management," 136–37.

[14] Maulana Malik Ibrahim Malang, "Studi Kasus Dalam Penelitian Kualitatif: Konsep Dan Prosedurnya," n.d., 2–3.

Results and Discussion

As an institution that wants to develop better, UII Dalwa carries out many activities that can encourage the strengthening of the institution. Moreover, UII Dalwa is a pesantren-based university that has a fairly complete level of education. Starting from the Undergraduate program consisting of four Faculties, the Master's program (MMPI and MPBA), and the Doctoral program (PAI). There are not many educational institutions that have educational programs in higher education like UII Dalwa. Even Dalwa is consistent with the pesantren-based system. This means that the education model at UII Dalwa is integrated with the activities of Islamic boarding schools. There are several things done by UII Dalwa in relation to strengthening the management of human resources serving in this educational institution. The policy of strengthening human resources is carried out systematically based on the needs that must be urgently addressed.

1. Professional Selection of Lecturers and Staff

Lecturers are the main infestation that is considered in the context of human resource strengthening management. Without paying attention to the scientific background of lecturers and the needs of the institution, there will be obstacles in every academic activity. Lecturers are one of the essential components in a higher education system. Roles, duties, and responsibilities are very important in realizing national education, namely educating the nation's life to improve the quality of Indonesian people, which includes the quality of faith/piety, noble morals, and mastery of science, technology, and art, as well as realizing an advanced, just, prosperous, and civilized Indonesian society. To perform the function, the role of a very strategic position requires professional lecturers.[15] Professional lecturers are needed for the advancement of a university. With self-awareness attached to the image of "professional", lecturers no longer feel "chased" with a number of obligations to write, conduct research, do service, and publish the work so that it can be read by the public.

According to the Law on Teachers and Lecturers No. 14 of 2005, lecturers are professional educators and scientists with the main task of transforming, developing, and disseminating science, technology, and art through education, research, and community service.[16] There are three

[15] Muhamad Muslihudin et al., "Creation Of A Lecturer Performance Index Assessment Model Using The Fuzzy Simple Additive Weighting Method," *Semnasteknomedia* Online 5, no. 1 (February 4, 2017): 1.

[16] "Teacher and Lecturer Law - Google Search," accessed September 22, 2024, https://www.google.com/search?q=undang+undang+guru+dan+dosen&oq=undang+undang+guru+dan+dosen&aqs=chrome..69i57j69i61.10423j0j4&sourceid=chrome&ie=UTF-8.

keywords as indicators of professional lecturers, namely education, research, and community service. The three keywords must be done by the lecturer as part of the "professional" attributes attached to him. It is not enough if lecturers only carry out teaching, without conducting research and doing community service. And vice versa, it cannot be said that the lecturer is professional, if the lecturer only does community service if he does not conduct teaching and research.

To get professional lecturers, openness in the selection of lecturers is very important. Openness in recruiting lecturers as part of finding the best teaching staff is absolutely necessary. Not only the best academically, but also morally. With good academic quality and good morality, it will also have an impact on students who take knowledge at UII Dalwa. Because after all, lecturers are the most important element that comes into direct contact with students, especially in terms of teaching. If lecturers teach professionally, master the material well, deliver the material well, be open, and stimulate students to continue learning, it will certainly bring significant changes to the students, and vice versa.

Furthermore, not without reason, this concept of recruitment is very important to do, because lecturers also have responsibilities that must be carried out. On the way, lecturers will carry out the "Tri Darma of Higher Jokes" which is closely related to activities involving academic and non-academic. In some universities, the activities of the tri dharma of higher education, especially related to serving research, have become a terrifying scourge for lecturers. Many lecturers become unproductive because they do not produce works that have reliable quality.

Referring to the Regulation of the Minister of State for State Apparatus Empowerment and Bureaucratic Reform No.16/2009 competencies include Pedagogical Competence, Personality Competence, Professional Competence, and Social Competence. The theory's fundamental premise is that humans are motivated to reduce the disparity between the rewards they receive and the efforts they make for the organization's benefit. Therefore, if an employee believes that the reward they receive is insufficient, there are two potential outcomes: either the individual will attempt to obtain a larger reward or they will decrease the intensity of their effort when performing the task for which they are responsible. Cultivating a certain perception, an employee usually uses four things as a comparison, namely his expectations about the amount of reward he considers worthy of receiving based on his personal qualifications, such as his education, skills, nature of work, and experience. Rewards received by others in organizations whose qualifications and nature of work are relatively the same as those of the person concerned.[17]

[17] Nyoto Nyoto, "Eksplorasi Kinerja Dosen Melalui Tri Dharma Perguruan Tinggi," *Procuratio : Jurnal Ilmiah Manajemen* 9, no. 4 (December 30, 2021): 429, https://doi.org/10.35145/procuratio.v9i4.1792.

Meanwhile, for staff as well, UII Dalwa recruits professional people. Because staff are also important, especially as part of the supporting activities in higher education. Because universities are a complex community, there are relatively various job jobs. In this case, staff become strategic as a tool to support the progress of the institution. It will be a "redundancy" of good lecturers but in a "failed" administrative arrangement—because good academic work must also be balanced with good administrative work. More than that, several reports are also prosecuted for administrative matters. Therefore, professional staff recruitment is absolutely necessary.

As written by Dito Putro Utomo, about the role of staff in the progress of the institution. According to him, the success of a university is not only seen from the role of Educators (Lecturers) but also the role of Education Personnel. Education personnel include administrative personnel who are in universities. Education personnel in higher education have a role in carrying out the academic process, providing services to the academic community, supporting university performance, and even the success of university accreditation. The work performance of Education Personnel is the main factor in the success of university performance. Good work results given by Education Personnel will have a good impact on universities. The better the performance results of the Education Personnel, the faster the success of the goals in higher education will be achieved. The existence of outstanding and competent education personnel in higher education also supports the mutual progress of both the education personnel and universities. In addition to lecturers, Education Personnel are also assets owned by universities.[18]. This is also what happened in the concept of UII Dalwa leadership. Staff is an important asset that must be managed properly.

2. Support for Further Studies and Other Capacity Building

To achieve the development of a better institution, we also support lecturers who will continue their studies, short courses, and other academic activities. This is done to improve the ability of human resources owned by UII Dalwa. This does not only apply to lecturers but also to other education personnel. This provision applies every year taking into account the principle of needs that must be expedited. This aspect of needs is usually based on the report of each study program where the study program can see the side of needs that must be met immediately. In general, after the study program conducts an internal audit, a number of notes and recommendations will be found. Those records and

[18] Dito Putro Utomo and Bister Purba, "Decision Support System for Performance Assessment of Education Personnel (TENDIK) Using the SMARTER Method," *Journal of Computing and Informatics* 5, no. 2 (November 30, 2021): 141, https://doi.org/10.31603/komtika.v5i2.5619.

recommendations are a kind of "data" that is used as a basis for universities to make decisions.

Although lecturers are encouraged to continue their studies, management is still carried out well. This means that the institution also adjusts to the needs of priorities that must be prioritized. The policy is very appropriate because it is impossible for institutions to do some kind of "*village bedol*", all lecturers in the same year conduct further studies. But the program is carried out in stages because there is also a responsibility of lecturers who must be carried out. The important thing that happens at UII Dalwa, lecturers who are continuing their studies, will get assistance from the institution. The assistance is not only in the form of academic financing but also non-academic assistance, which is a serious concern for the institution. Because the institution realizes, that a person who is pursuing education needs maximum support in order to complete it immediately on time. In addition, the institution strongly encourages lecturers to improve their functional positions to the level of professors.

According to Prof. Dr. Achmad Sani Supriyanto, Professor of UIN Maulana Malik Ibrahim Malang, and the PAK Assessment Team of National Lecturers of Research, Technology, and Culture, the number of Professors or Professors in Indonesia is still low. Of the 311.63 active lecturers in Indonesia, only about 2.61% have the title of Professor or Professor. This happens because lecturers do not understand the requirements for Credit Scores needed to increase positions or ranks to a higher level, including to Professors. [19]. The data above shows how institutions need to encourage the birth of scientists who will later make a positive contribution to the Indonesian nation. One of the steps is to provide lecturer scholarships for further study. This is done to all permanent lecturers whose implementation is carried out in turns. Study programs needed by the institution get the top priority to continue their studies.

3. Strengthening Scientific Publications

Another thing in relation to the management of strengthening human resources carried out at UII Dalwa, the institution also pays attention to strengthening scientific publications, both in the form of journals, proceedings, and textbook writing. It is well known that the main problem of lecturers in Indonesia is scientific publications. Even starting in 2024, the strengthening of scientific publications at UII will be carried out in a structured and sustainable manner. Not only that, lecturers who have worked also get additional finance which in the process is regulated by the online system. Lecturers who have published their work can upload it on the "karya lecturer" page so that the system will direct them to the

[19] "The Number Of Professors In Indonesia Is Still Low Due To Lack Of Professors...," uin-malang.ac.id, accessed May 8, 2024, https://uin-malang.ac.id/blog/post/read/230401/jumlah-profesor-di-indonesia-masih-rendah-akibat-kurang-paham-persyaratan-angka-kredit.html.

finance department to be given some kind of reward. This happens all year round. Because the institution is well aware of the importance of a scientific publication among lecturers.

The Director of Career and Human Resources Competence of the Ministry of Research, Technology and Higher Education reported that as of December 22, 2016, Indonesia has 9,457 scientific articles indexed by Scopus, ranking 4th in ASEAN, below Thailand. "The Ministry of Research, Technology and Higher Education claims that there has been significant growth in the number of scientific publications in Indonesia. As of October 26, 2018, there have been 22,222 publications and Indonesia is ranked 2nd in ASEAN. This is an achievement in the field of strengthening innovation. Meanwhile, "the results of the ranking of scientific publications by SCImago Lab. (www.scimagojr.com) the number of scientific publications from 1996-2013 based on data from SCOPUS, Indonesia is in 61st place out of 239 countries, with the number of publications as many as 25,481".[20]. The data above shows how low the achievement of scientific publications by lecturers in Indonesia is. Therefore, it is a must for universities to make breakthroughs so that the quality of lecturers' scientific publications is increasing. As an initial stage, universities must also maximize their journals so that they can be the initial suggestion for scientific publications for lecturers, especially beginner lecturers. Therefore, at UII Dalwa, in addition to mentoring lecturers, UII Dalwa also assists the UII Dalwa journal manager itself. Currently, UII Dalwa has 15 journals that have almost all achieved accreditation.

Seriousness in efforts to improve journal accreditation is very important. A journal that is well accredited, will increase the number of people to write in the journal. On the other hand, journals are also a means of transforming research results that will be read by the public. This benefit is increasingly widespread because of its open-access nature. This is also done by the manager of the UII Dalwa journal house, all of which are open access and are reported periodically. Even lecturers also receive regular training from journal managers, so that basic things related to journals can be known and included by lecturers, especially beginner lecturers or senior lecturers who are indeed approaching retirement years which often look "*gaptek*". This is done so that the gap in lecturer productivity can be properly minimized.

More importantly, UII wants to encourage lecturers who conduct research to automatically publish their work into journals or books so that

[20] Arif Hidayat and Emanuel M. Bayudhirgantara, "The Influence of Tridharma Higher Education Human Resource Management on Improving the Quality of Private University Lecturers," *Journal on Education* 6, no. 1 (June 23, 2023): 5073, https://doi.org/10.31004/joe.v6i1.3661.

the benefits can be felt by the community at large. The published research results will have a positive value for the development of science in society.

According to research conducted by Aditya Chandra Setiawan, et al, in the Probolinggo area, the overall series of training activities on the use of research results in the preparation of innovative school development plans in Probolinggo Regency went well, smoothly and conducive. Participants were also enthusiastic about participating in the training and actively interacted in each material session. In addition to providing material, simulations were also carried out directly by speakers and participants in the use of research results in the preparation of school development plans.[21]. The data above shows how important research is so any policy or plan must go through the results of research first.

In fact, in order to encourage the use of research and innovation results to increase the competitiveness of MSMEs, strengthen the innovation ecosystem, and encourage the improvement of the regional and national economy; The National Research and Innovation Agency (BRIN) through the Deputy for Research and Innovation Utilization (DPRI) held a Facilitation Program for the Utilization of Research and Innovation Results. The Facilitation Program for the Utilization of Research and Innovation Results is intended as an instrument to increase the use of technology in the community and MSMEs by synergizing researchers as well as BRIN's research facilities and infrastructure, especially by the community and MSMEs. This program can be used by Regional Governments, MSME Actors, Community Groups, and individuals in need. Through this program, it is hoped that it can increase the use of research and innovation results that contribute to increasing regional and national productivity and competitiveness. This program consists of the following three schemes, namely, first, technical guidance on the use of Research and Innovation, second, Grassroots Innovation Facilitation (FIAR), and third, Science and Technology-Based Micro Business Facilitation (FUMI).[22] What is done by the National Research and Innovation Agency (BRIN), is also done by UII Dalwa, although the form is different, but the spirit is the same. UII Dalwa tries to utilize the research results carried out by its lecturers.

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[21] Aditya Chandra Setiawan et al., "Utilization Of Research Results In The Preparation Of Innovative School Development Plans," *Transformation and Innovation: Journal of Community Service* 2, no. 1 (February 18, 2022): 13, https://doi.org/10.26740/jpm.v2n1.p6-14.

[22] "Facilitation Program for the Utilization of Research and Innovation Results in Ministries/Agencies, Communities, and MSMEs," BRIN - Facilitation Program for the Utilization of Research and Innovation Results in Ministries/Agencies, Communities, and MSMEs, accessed May 8, 2024, https://brin.go.id/news/111901/program-fasilitasi-pemanfaatan-hasil-riset-dan-inovasi-pada-kl-masyarakat-dan-umkm.

The use of the research results is very useful because of the nature of the "trial" and "error" that has been carried out so that it can reduce all possible errors. Many of the research results of UII Dalwa Lecturers are used as guidelines in making certain policies or certain models used by the community. A simple example is the *Dalwa-style public speaking* training method that exists by UII Dalwa's fostered communities in the Pasuruan area and its surroundings. Many villages assisted by UII Dalwa have adopted *the public spectacle* material to be practiced in certain events, especially in areas with potential tourism potential.

The information above confirms that UII Dalwa in the context of natural resource strengthening management is one of the ways to utilize the research results of its lecturers for the benefit of the community. The research written on "paper" has a positive impact after being applied to more real life. The results can be seen in the areas assisted by UII Dalwa which have utilized the research results of UII Dalwa lecturers for the benefit and viability of their areas to run well.

Conclusion

Based on the above data and after analyzing the research data on the management of human resource strengthening at Darullughah Wadda'wah International Islamic University, Bangil, Pasuruan is carried out through three things, namely: First, Professional Selection of Lecturers and Staff. Lecturers are the main infestation that is considered in the context of human resource strengthening management. Without paying attention to the scientific background of lecturers and the needs of the institution, there will be obstacles in every academic activity. Lecturers are one of the essential components in a higher education system.

Second, support for further studies and other capacity building. To achieve better institutional development, UII Dalwa also supports lecturers who will continue their studies, short courses, and other academic activities. This is done in order to improve the ability of human resources owned by UII Dalwa. Third, strengthening scientific publications. Another thing in relation to the management of strengthening human resources carried out at UII Dalwa, the institution also pays attention to strengthening scientific publications, both in the form of journals, proceedings, and textbook writing.

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