



Evolution in Human Resources Management

Ulu al-Albab in the New Era

Presented by:

M Fahim Tharaba¹, Bambang Sugiyono Agus Purwono², Shyamala Susan³, Rosida Kerin Meirani⁴

^{1,4} Universitas Islam Negeri Maulana Malik Ibrahim, Malang, Indonesia

² State Polytechnic of Malang, Indonesia

³ APC Mahalaxmi College for Women, Thoothukudi, Tamilnadu, India

Theme

*This paper will be presented in
4th London International Conference (LIC)
2nd and 5th September, 2021*

“Digital Humanities”

OUTLINE

1	<i>INTRODUCTION</i>
2	<i>LITERATURE STUDY</i>
3	<i>EVOLUTION OF HRM</i>
4	CONCLUSION
5	REFERENCES
6	BIODATA

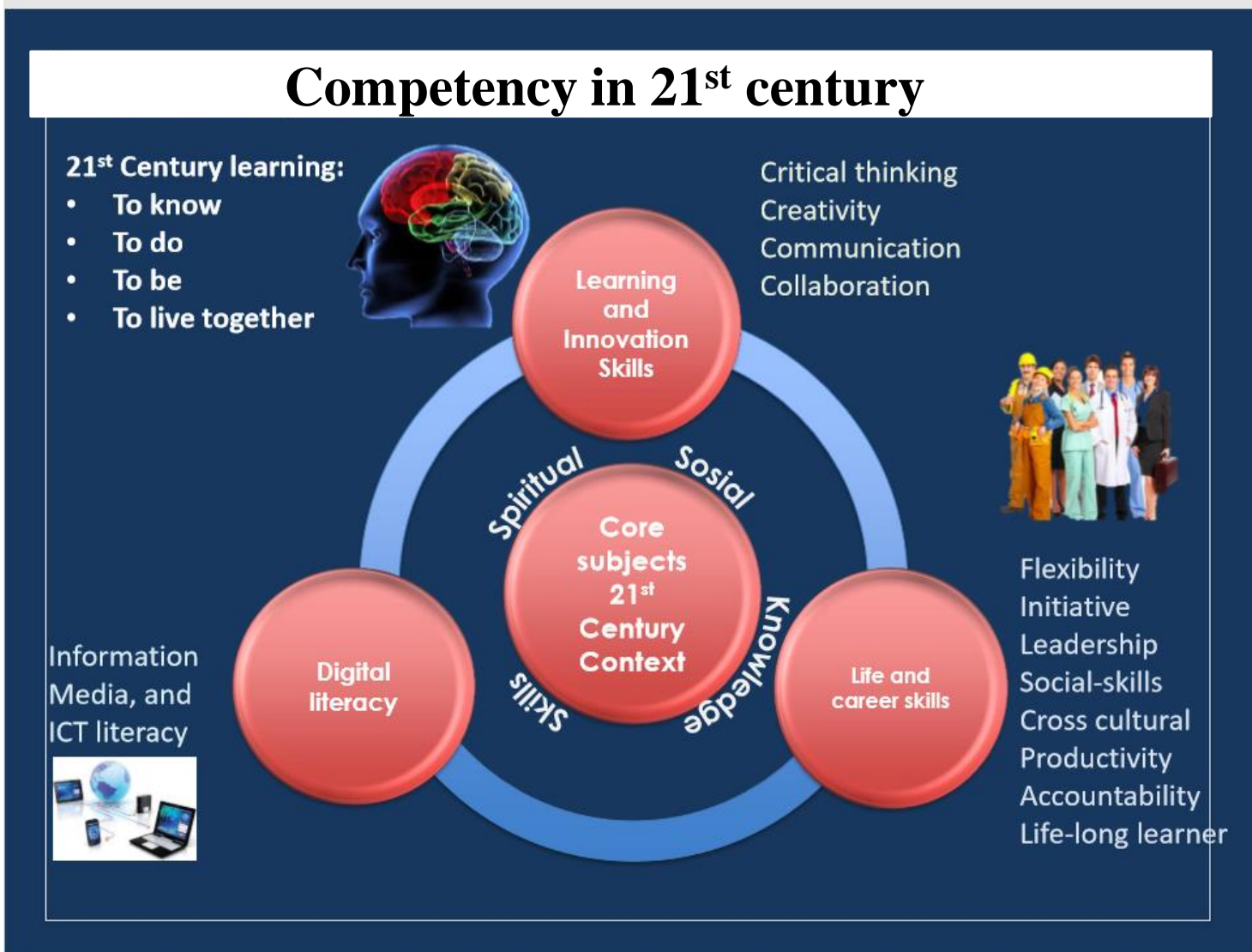
RESEARCH BACKGROUND

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).

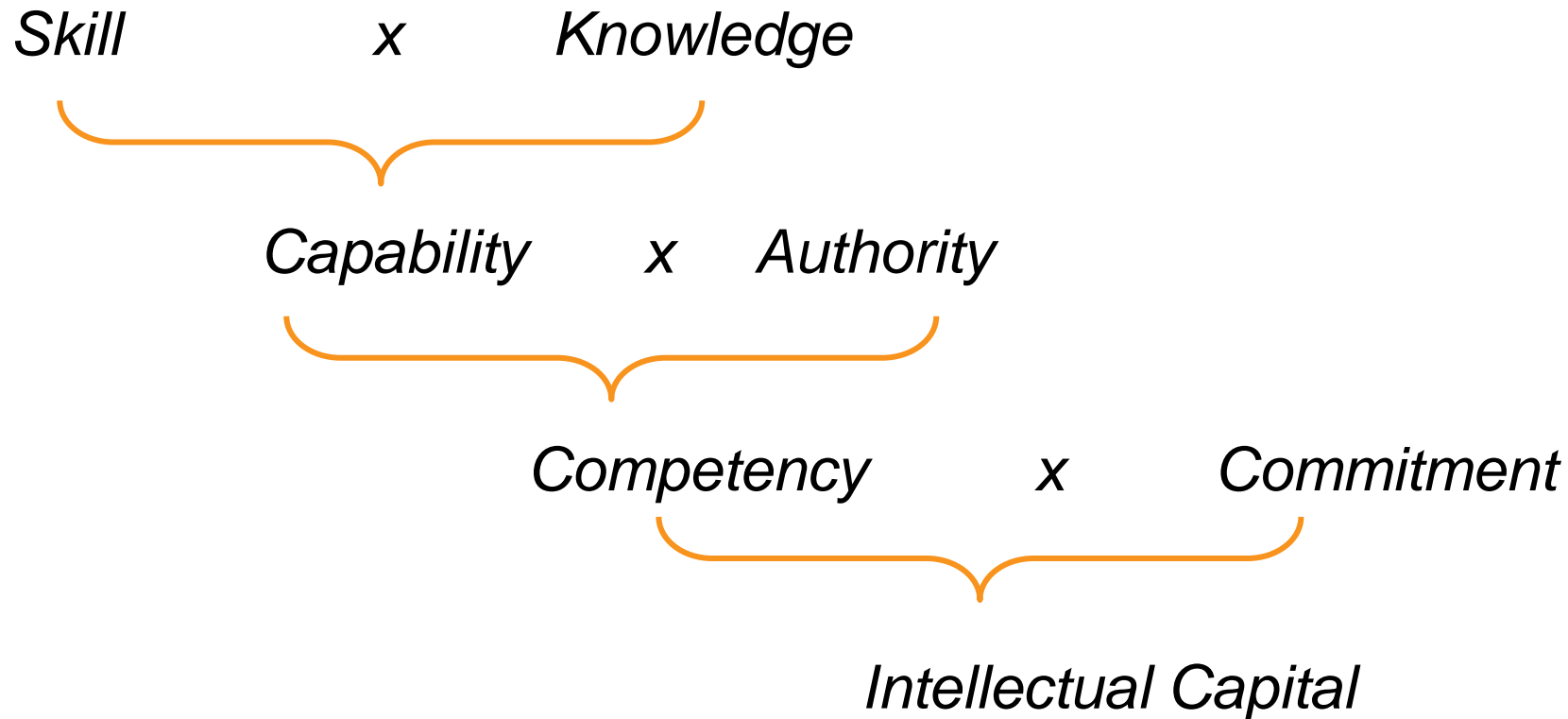
**Society 5.0 drives the Information revolution, digitalization in all human sectors
Emerge he Covid 19 Pandemic and New Normal.**

Evolution Human Resources Management ulu al-albab in The New Era



Source: [1]

COMPETENCY

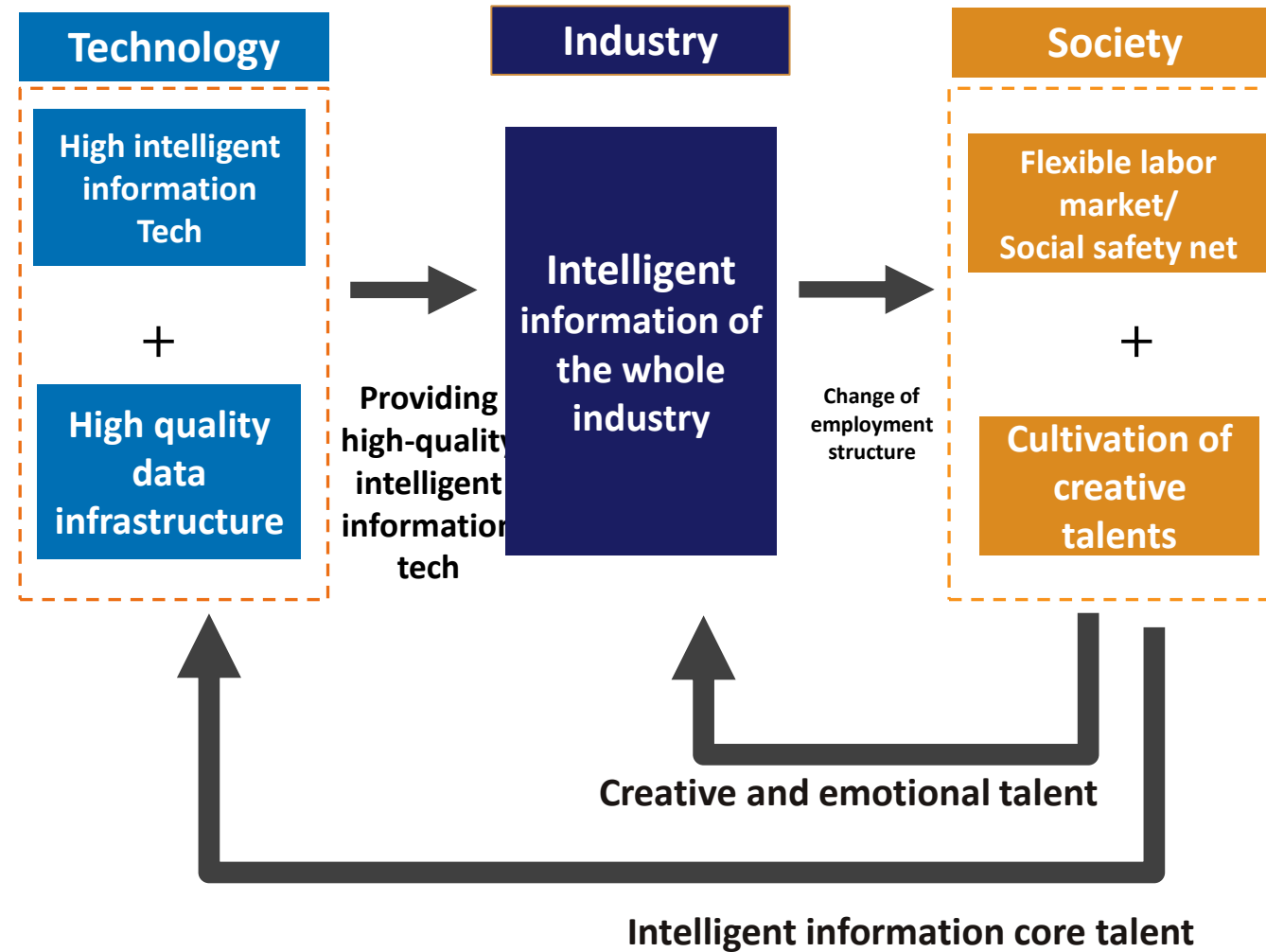


Intellectual capital is the function of the competence and commitment, and influenced by the Capability and Authority, and Capability influenced by the Skill and Knowledge.

NATIONAL CHALLENGES IN EDUCATION MANAGEMENT

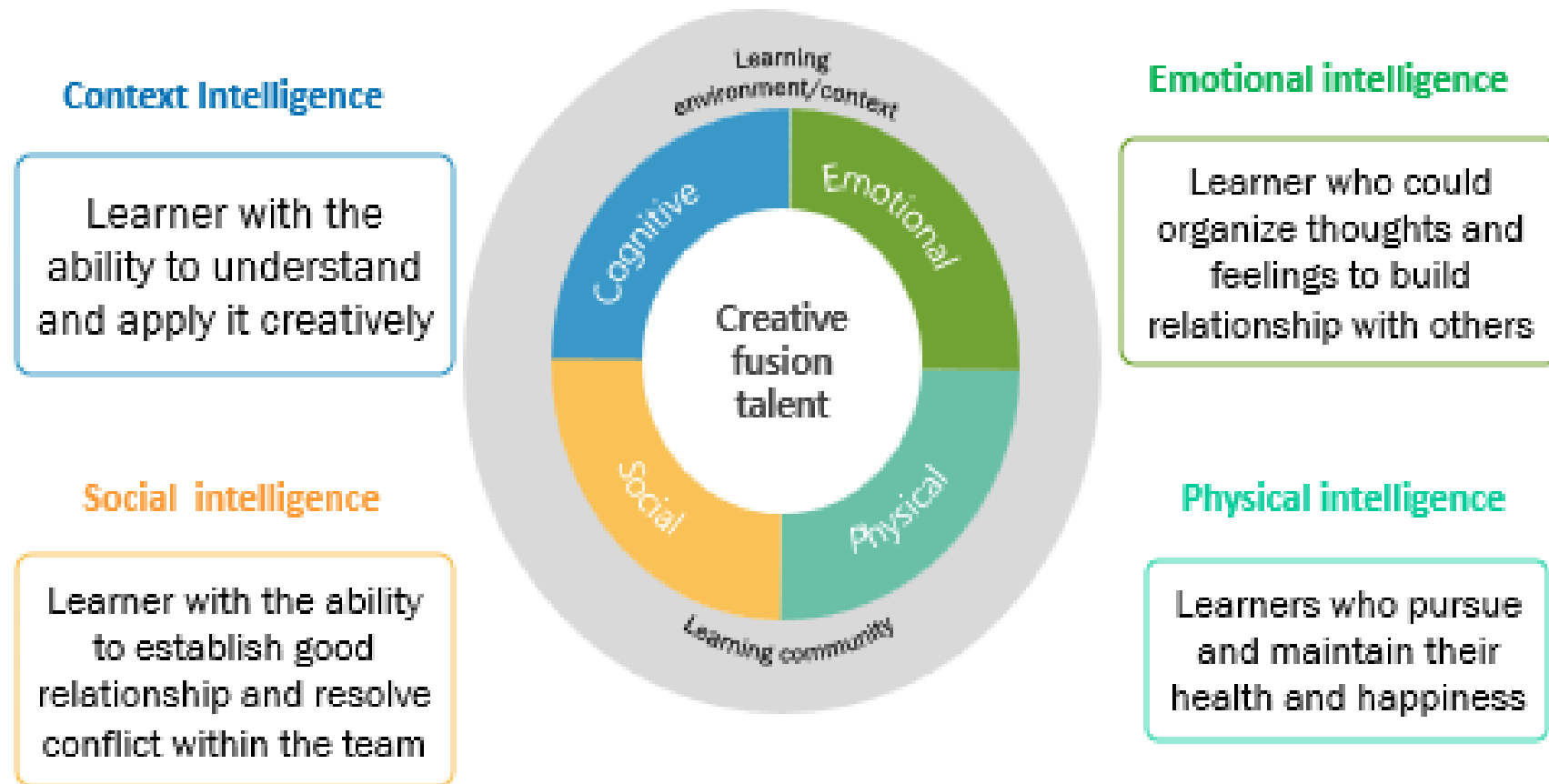
- 1. In the future will be set up the foreign high education will be launched in Indonesia (e.g Harvard University, Sidney University, California University)**
- 2. Emerge the disruptive innovation in education by online and distance learning massive (impact of Covid 19 Pandemic).**
- 3. Increasing Teaching 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.**

Key Success Factors in the 4th Industrial Revolution Era



Source: [4]

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



Source: [4]

Science Integration Development strategy flow chart



Source: [6]

CONCLUSION

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.

REFERENCES

- [1] Tharaba, MF, Zulfi Mubarog, Ali Nasith, BSA Purwono. 2021. The Science Integrational Ulu al-abab Perspective (Campus Development toward World Class University. Journal of Psychology and Education. Vol 58, no. 1, pp. 1284-1291. ISSN: 00333077.
- [2] R.C, Bogdan, and S.K. Biklen, 1982. Qualitative Research Education: an Introduction to Theory and Methode, London, Allin & Bacon, Inc.
- [3] Denzin, NK, and Lincoln, YS, 1994. Handbook of Qualitative Research. Thousand Oaks, Clifornia: SAGE Publications, Inc.
- [4] Imron Arifin, Pengembangan Manajemen Pendidikan Islam Di Era Revolusi Industri 4.0 Dan New Normal, Webinar Pengembangan MPI di Era Industri 4.0, Konsorsium Manajemen Pendidikan Islam (MPI), UIN Maulana Malik Ibrahim Malang, Gedung Rektorat Lt.4 Ruang LPM UIN Maliki Malang, Senin, 01 Maret 2021/ 03 Jumadil Tsaniyah 1442 H.
- [5] M. Fahim Tharaba, et. all. Character Building Through Language Learning And Culture Of Islamic Boarding School In Terms Of The Implementation Of Management Towards Sustainable Development Of Green Campus, Jilin Daxue Xuebao (Gongxueban)/Journal of Jilin University (Engineering and Technology Edition) ISSN : 1671-5497 E-Publication Online Open Access Vol: 40 Issue: 05-2021 DOI:10.17605/OSF.IO/ZFKDY.
- [6] M. Fahim Tharaba, et. all. The Development Of Science Integration Towards Smart Campuses In Indonesia Using The Islamic Higher Education Management Model, Tianjin Daxue Xuebao (Ziran Kexue yu Gongcheng Jishu Ban)/Journal of Tianjin University Science and Technology, ISSN (Online): 0493-2137, E-Publication: Online Open Access, Vol:54 Issue:06:2021. DOI:10.17605/OSF.IO/QBZV3

BIODATA

Dr. M. Fahim Tharaba, M. Pd was born in Nganjuk, Indonesia on October 1st, 1980. He is one of the lecturers at Islamic State University of Maulana Malik Ibrahim Malang (UIN Maulana Malik Ibrahim), East Java – Indonesia. He earns his undergraduate degree in Islamic Education from a college name *Sekolah Tinggi Agama Islam Negeri Malang*, Indonesia (2003). He completed his master's degree in Islamic education management at Islamic State University of Malang, Indonesia in 2005. He continued his Doctoral Degree in the same field at the same university Islamic State University of Maulana Malik Ibrahim Malang, Indonesia, and successfully graduated in 2014.

In addition to his teaching, research, and community development, he is actively involved in many professional development activities.

As a speaker at National Conference presenting papers entitled “The Science Integration Based of Ulul Albab: Islamic College toward World Class University”.

As a speaker at International Conference on Education, Management, and Social Sciences in Malanag, Indonesia (14th November 2020).

As a co-conference chair in at International Conference on Education, Management, and Social Sciences in Malanag, Indonesia (14th November 2020).

Thank You