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
¹,⁴Universitas Islam Negeri Maulana Malik Ibrahim, Malang, Indonesia
² State Polytechnic of Malang, Indonesia
³ APC Mahalaxmi College for Women, Thoothukudi, Tamilnadu, India
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“Digital Humanities”
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, & aritmathic shifted to the data literation, technology, human).

Society 5.0 drives the Information revolution, digitalization in all human sectors

Emerge he Covid 19 Pandemic and New Normal.
Evolution of Human Resources Management in the New Era

Competency in 21st century

- 21st Century learning:
  - To know
  - To do
  - To be
  - To live together

- Critical thinking
- Creativity
- Communication
- Collaboration

- Information Media, and ICT literacy
- Digital literacy

- Core subjects 21st Century Context

- Life and career skills

- Spiritual Knowledge Skills

- Flexibility
- Initiative
- Leadership
- Social-skills
- Cross cultural
- Productivity
- Accountability
- Life-long learner

Source: [1]
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.
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

Technology
- High intelligent information Tech
- High quality data infrastructure

Industry
- Intelligent information of the whole industry

Society
- Flexible labor market/Social safety net
- Cultivation of creative talents

Creative and emotional talent
Intelligent information core talent

Source: [4]
Cultivate human-tech literacy resources in the 4th IR Era

Context Intelligence
Learner with the ability to understand and apply it creatively

Social Intelligence
Learner with the ability to establish good relationship and resolve conflict within the team

Emotional Intelligence
Learner who could organize thoughts and feelings to build relationship with others

Physical Intelligence
Learners who pursue and maintain their health and happiness

Source: [4]
Science Integration Development strategy flow chart

Source: [6]
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


[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.


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