

The Concept of Early Childhood Education Management Based Personality Development towards Human Resources Humility Integrity to Lead

¹Arfiani Yulianti Fiyul, ²M. I. Suhifatullah, ³Mastur Thoyib, ⁴Nandang Hidayat, ⁵Elia Daryati Rahayu

^{1,4}STAI Sukabumi, Indonesia

^{2,3}Universitas Islam Syekh Yusuf Tangerang, Indonesia

⁵Politeknik LP3I Bandung, Indonesia

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Abstract: Creating Human Resources with integrity and excellence must begin at an early age. Concept Of Early Early Children Education Management Based Personality Development To Toward Quality Human Resources. The purpose of this paper is to provide an overview and reinforcement to the general public about how the goals of early childhood education in order to produce quality children, with respect to management in the management of an institution, are focused on improving personality development from an early age. Human Resources Development at this time which is the future of a nation must therefore begin at an early age. The method used is the Descriptive Analysis approach combined with: interview analysis, data sources and data analysis techniques, namely literature study techniques combined with interviews and field observations. The results of this paper indicate that the concept of Early Childhood Education based on Personality Development makes children from an early age will grow in accordance with aspects of development consisting of: physical aspects, language aspects, cognitive aspects, moral aspects and emotions. So that the internal and external intelligence of children develop optimally. Integrity and excellence in the future. Conclusion: studying in childhood is like carving on a stone, while studying after a big age is like painting on water. The management concept that is applied to early childhood influences the growth and development of children so that it is the best provision of social life and education throughout life.

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I. INTRODUCTION

Studying as a child is carved on a rock, while studying after a large is like painting on water [1]. One saying that is meaningful throughout life.

Creating human resources must begin at an early age. Expansion of access and equity of education is not only done formally but also carried out at the level of non-formal education, special education skills and education of children who need special

services [2]. Early childhood education is a coaching effort aimed at children from birth to the age of six years which is carried out through the provision of educational stimuli to help development, growth both physically and spiritually so that children have readiness to enter further education [3]. Early childhood education is the most basic education and occupies a position as a "golden age" and is very strategic in the development of human resources [4].

Naturally, children's development will vary, both intelligence, talent, interest in creativity and emotions, personality, physical and social independence [5]. The number of early childhood in Indonesia is 7,771,710 children, the number of educators is 541,508 people, the education unit is 222,778 institutions. . This data is taken from the latest March 2020 data on the Ministry of Education and Culture [6]. Also in Law Number 20 of 2003 in article 28 [7] explains; paragraph 1) Early childhood education is held before the level of basic education, continued paragraph 2) Early childhood education is held before the level of basic education. Early childhood education can be carried out through formal, non-formal and / or informal education channels. With the existence of the Law, the concept of education management for early childhood is needed. The achievement of effective and efficient education must be adjusted to the age of the child. Mulyasa, E [8] states that management education is a whole (process) that makes available personnel and material resources available and effective for the achievement of shared goals. The educational issues presented by Dedy Mulyasana, in Indonesia are very closely related to education strategic policies. This issue will be closely related to School Participation Rates (APS) and Education Pure Participation Rates (AMP). [9].

Understanding of education, Suyanto and Jihad A, in one of their writings stated [10] etymologically education comes from Greek, has the meaning of guiding. So paedagogie is guidance given to children. Mulyasa E conveyed again [11] education is a process of developing human potential, ability

and capacity that is easily influenced by habits, then refined with good habits supported by tools (media). And literally the meaning of education is one of the educational activities guiding children, Aminuddin, et al. [12] states that education is basically a communication process that contains transformation of knowledge values and skills, inside and outside of school that lasts throughout the life of the generation of generations.

Darmawan D., Kun Kun [13] Broadly, many people are familiar with the term management, the nature of management in relative terms, namely how an activity can run more regularly based on procedures and processes. Siagian in Novan [14] revealed that management is the ability or skill to obtain an outcome in order to achieve goals. A typical process that consists of the actions of planning, organizing, mobilizing and monitoring to achieve the goals set through the use of human resources and other resources (George R. Terry. 1997). When the common thread is drawn, general management and education management is an activity that is planned and processed to achieve the educational objectives carried out from an early age so that it will produce children with integrity and quality / excellence.

According to Gordon W. Allport, by Paul Henry Mussen, et al [15] in the children's personality book. Personality is a dynamic organization of individual psychophysical systems that determine the behavior and thoughts of individuals in a unique way. The occurrence of psycho-physical interactions directs human behavior. Continuation of personality in Hilgard & Marquis's view states that personality is a value as a social stimulus, the ability to present themselves impressively. When viewed from the personality development of every human being or early childhood is unique [16] in Yulianti A's dissertation, growth and development are in harmony with body development and brain development. Duane Schutltz [17] argues that development broadly refers to the whole process of change, new traits and characteristics, while Moh. Shochib, states that development indicates changes

that are permanent and cannot be rotated back [18]. Therefore, the development of personality, to achieve superior human resources, then from an early age must begin.

Creating human resources with integrity and excellence, influenced by formal and informal and informal care. According to Luluk Asmawati, et al [19]. Formal, informal and non-formal education is a collaboration of three aspects. Formal education is influenced by the skills of educators. Become a professional educator. These skills are influenced by competence. How children can have integrity and excel must be supported by professional educators. Professional educators must have competence. Competence is a combination of knowledge, ability, and application in carrying out tasks in the workplace, according to Rusman [20]. In giving knowledge to early childhood students to become excellent children a teacher must have competencies, namely: 1). Pedagogic Competencies, 2). Personality Competencies, 3). Social Competencies, 4). Professional Competencies. This competency was conveyed by Suyanto et al., The skill of the educator was colored with other abilities, namely how the institutional influence and influence of parents in educating their children.

According to Sutrisno, Edy Good Institution will influence the climate in educating [21]. So in educational institutions must prepare a Daily Learning Plan, Weekly, Semester and Annual Learning Plans. So that good collaboration of education, educators and institutions and influenced by learning plans that are appropriate for early childhood, with early childhood education must be with child-centered teaching methods. Christine and Mary [22] stated that educators and school administrators were the main movers in efforts to improve early childhood education. An education expert, according to Otib Satibi Hidayat [23], in creating morally charged, developmentally aware and active education for young children and children will develop according to the atmosphere that welcomes them well. Moral education, which

first developed instinctively between mother and child, slowly became an intellectual education [24] children naturally expressed, sang, danced and socially, listened to stories around the child's world [25]. The concept of early childhood education management based on personality development in the hope that children will grow into a resource with integrity and excellence in the future.

As for why the writer takes this title, the basic consideration is to see and know the extent to which the need for early childhood is given the treatments of personality development that is appropriate for his age so that it can produce future integrity and superior human resources, where the problems of today's children are very complex, in terms of morals, values, the environment which influences very strongly, the cultures of goodness that have hardly affected the growth and development of children, as well as the formation of characters that are dominated by the development of information technology - IT (social media and other media).

II. METHOD

The method used is the Descriptive Analysis approach combined with: interview analysis, data sources and data analysis techniques, namely literature study techniques combined with interviews and field observations. [26] Sugiyono writes that descriptive analysis can be interpreted as a procedure in solving problems that are investigated by describing the state of the subject or object in research in the form of people, community institutions and others at the present time based on the facts that appear or are.

This method was continued by Riduwan [27] also stated in his book *Methods and Techniques* compiled a research proposal that the research approach was divided into 3 (three) things, namely: 1) Discourse Analysis, 2) Data Sources and Data Analysis Techniques. Sugiyono in another book, states that the research method is defined as a

scientific way to obtain data with specific purposes and uses. [28]. With the title of research/observation submitted "CONCEPT OF EARLY CHILDREN EDUCATION MANAGEMENT BASED ON PERSONALITY DEVELOPMENT TO TOWARD INTEGRATED AND SUPERIORED HUMAN RESOURCES, the author feels very fitting using the descriptive analysis approach, because there are several characteristics of the descriptive analysis approach. Sugiyono writes: 1) focusing on the problems that exist when the research is conducted or actual problems, 2) describing the facts about the problem being investigated as it is accompanied by a balanced rational interpretation, 3) the work of researchers not only provides an overview of the phenomenon, but can predict and get the meaning and implications of a problem. Because research to find out how Human Resources in the present and the future, Riduwan, in another article, Easy Learning Research [29]. Descriptive method can be interpreted as research carried out continuously or continuously in order to obtain a thorough knowledge of the problems, phenomena and social forces that are obtained if the relationships of phenomena are studied over a long period of time.

III. RESULT AND DISCUSSION

3.1 Personality Development in the Institution

Early childhood is children who are in the age range of 0-6 years, who are individual figures who are in the process of development, written by the PG-PAUD Team [30], child development is a process of changing behavior from immature to mature, from simple to be complex, a human evolution from dependence to independent adult beings. Behavior is a reflection of one's personality as seen in actions and interactions with others in the surrounding environment. Early childhood behavior can be seen and influenced by environmental care factors and factors that exist in which the child engages in social activities [31]. Early Childhood at Jasmine Solutions Scholar Institute, focuses on

children who are 4-6 years old. In these institutions the researchers made observations about personality development. Daily conditions are: Isjoni [32] explained that children aged 4-6 years have characteristics: 1) related to physical development, 2) language development, 3) Cognitive development, 4) development of Game Forms. From the physical development taken by researchers that children are very active at the age of 4-6 years in carrying out various activities. These results are in accordance with that expressed by Dhieni, N [33] for language development methods. Language is one of the fundamental factors distinguishing humans from animals. Language is a symbol for communicating with others, including creativity and a system of rules. Children aged 4-6 years early children who carry out activities in the institution, are able to communicate well, with good communication, means that the child's self development has created a superior child, because by communicating children can talk and know many things. The cognitive development (thinking power) of children aged 4-6 years is very rapid, this is aimed at the child's extraordinary curiosity of the surrounding environment, Suyadi & Maulidya [34]. Children's curiosity is combined with age-appropriate play equipment, so that the child's self-development can develop properly. The development of a good personality is. changes in physical form, nerve structure, behavior and nature that are formed regularly and continue and make an assessment of the child, Wahyudin. U, Agustin Mubiar [35]. Parenting and education given to early childhood, as well as management of education in accordance with the growth and development of children according to their age, the integrity of the child will be seen and made a lifelong provision. someone with integrity and excellence will begin early, from UNICEF [36] children will have healthy personalities. A healthy personality is conveyed by Duane Schultz [37] in his book Psychology of Growth is a strong person through challenges. To be superior there are many challenges that will be passed for early childhood. According to Sudarma,

M, [38], from an early age children are taught to think creatively, because creative people are modern people. Humans are creative creatures on this earth. Therefore creative is fertilized from an early age, Yuliani Nuraini, et al [39]. Every human has its own creativity, the problem is that there is only a tendency for creativity to be entrusted and there is frozen creativity. Therefore, personality development is needed from an early age so that children will grow with integrity and excel in various ways. As for the forms of creativity, that creativity can be born in a number of combinations. Because creative people are able to combine basic materials that already exist, creativity is born in the form of exploration, this form always tries to give birth to something new. Moral development is very closely related to personality development. Upton, P, [40] elaborates that moral development is an understanding of right and wrong.

Children under five years do not have an understanding of morality, but at an early age must still be given the understanding of right and wrong through play, because by playing children will become happier and happier so that understanding of right and wrong can become a habit, so that when children grow up adolescents, having self-confidence, affection and loyalty are valued and seen as the basis of moral judgment. Because moral development is by Desmita, developments related to rules and conventions regarding what should be done by humans in their interactions with others, because in early childhood there is a moral potential that is ready to be developed, [41]. Personality development, since the age of self continuously carried out for the new hope the child will grow into a future child with integrity and excellence. Excelling here will be achieved by early education management, starting from children aged 4-6 years. Excelling in the development of intelligence (IQ), early childhood and school-age children, intelligence problems get a lot of attention among psychologists. Hildayani et al. [42] say because intelligence is an abstract concept that is difficult to define satisfactorily. Widia Pekerti, et al, [43] wrote

it in a book on the psychology of art development, namely: 1) an ability to adapt to the environment, adapt to new situations, be able to deal with situations that are very diverse, 2) the ability to learn or the capacity to receive education and 3) the ability to think abstractly, to use abstract concepts and to broadly use symbols and concepts. Self development in improving IQ has been included in the learning plans of PAUD Children's Education institutions. Idi, Abdullah, Safarina, [44] stated that the Learning Process Planning includes a Syllabus and Learning Implementation Plan (RPP) that contains the identity of the subject, Competency Standards (SK), Basic Competence (KD), Indicators of achievement of competence, learning objectives, teaching materials, time allocation, learning methods, learning activities, assessment of learning outcomes and learning resources. Likewise in Early Childhood Education has a learning plan whose contents are for overall personality development, so that children become superior and have emotional intelligence as well. Emotional Intelligence (EQ) is an intelligence that is possessed to be able to manage its emotions, which are abilities to understand one's own feelings and the feelings of others, handle one's own emotions so that they have a positive impact on the performance of tasks, are sensitive to conscience and are able to postpone pleasure before achievement a purpose. Suhada, I [45], therefore, the Superior child must also have spiritual intelligence (SQ). spiritual intelligence is an intelligence to face and solve problems of meaning and morals. Globally, SQ intelligence is the foundation needed to function IQ and EQ effectively. In this research it is very important "Early Based Education Education Management Personality Development To Towards That Hr Integrate And Superior". Excellent in all aspects and perspectives. with human resources that have been honed and fostered from an early age, the Ministry of National Education [46].

IV. CONCLUSION

Early Childhood Self Development is influenced by several developments namely language development, cognitive development of art development and motor physical development. From an early age a good concept is given, so children can think creatively, therefore with self-development children can think creatively, create children with integrity and superior human resources guided from the start/early so long life education will be achieved with IQ EQ and SQ then create integrity and superior HR so that HR is achieved. Children will grow and develop in an environment outside of them selves which is constantly changing and experiencing changes along with it also the identity of Human Resources also changes all the time. The process of self-development develops in a positive and superior direction. This will affect the personal, community, country and even world level, so that the nation's children can compete in the international arena because they have been honed by good IQ, EQ and SQ.

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