

# THE IMPORTANCE OF PERSONNEL PLANNING AND INFRASTRUCTURE IN SUPPORTING WORK EFFECTIVENESS AT AR-RAHMAN IT SMP LAREH SAGO HALABAN

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## Abstract

This study aims to emphasize the importance of staffing planning and facilities in improving work effectiveness at SMP IT Ar-Rahman Lareh Sago Halaban, in the field of education, work effectiveness is highly dependent on the availability of a competent workforce and adequate facilities. This research uses a qualitative approach with a case study method at SMP IT Ar-Rahman Lareh Sago Halaban. Data were obtained through interviews, observation, and document analysis. The results showed that good staffing planning, including recruitment, training and staff development, plays a significant role in improving the performance of teachers and school staff. In addition, adequate facilities, such as comfortable classrooms, well-equipped laboratories and other supporting facilities, are also very important for creating a conducive learning environment. The findings emphasize that integrated and sustainable planning in terms of staffing and facilities is key to improving work effectiveness at SMP IT Ar-Rahman Lareh Sago Halaban. Therefore, schools need to continuously improve efforts in planning and managing human resources and educational facilities to achieve optimal educational goals.

**Keywords:** Staffing Planning, Facilities, Work Effectiveness, Education



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## INTRODUCTION

Work effectiveness is one of the factors determining the success of an institution in the world of education. Work effectiveness depends not only on the quality of teaching, but also on

human resource management and infrastructure facilities that support the teaching and learning process (Alsehaimi et al., 2025; Ashmore et al., 2025; Eichenseer et al., 2025; Karimi et al., 2025; Naicker et al., 2025; Scheurer et al., 2025; Sousa et al., 2025). SMP IT Ar-Rahman Lareh Sago Halaban as one of the educational institutions committed to improving the quality of education is well aware of the importance of optimal staffing planning and infrastructure facilities (Asamani et al., 2025; Garcia & Hass, 2025; Heathcote et al., 2025; Kramer et al., 2025; Nonaka et al., 2024; Obana et al., 2025). Staffing planning covers various aspects, ranging from recruitment, training, to career development for teachers and staff, with good planning, schools can ensure that every educator is able to fulfill the needs of their staff. Teachers have appropriate competencies and are always ready to face the increasingly complex challenges of education (Algendi et al., 2025; Karim et al., 2025; Maffeo et al., 2025; Sasirekha et al., 2024; Sondheim et al., 2025). In addition, continuous professional development can also improve the motivation and performance of teachers and staff, which in turn has a positive impact on the quality of student learning. Adequate infrastructure is also a key element in creating a conducive learning environment. Facilities such as comfortable classrooms, well-equipped laboratories, adequate libraries, and good access to information technology can significantly support the learning process (Abdulmohdi & Huang, 2025; Johnston & Swarbrick, 2025; Maiello & Mandel-Ricci, 2024). Good infrastructure not only improves learning comfort, but also enables the application of more varied and effective learning methods. Therefore, integrated and sustainable staffing planning and infrastructure facilities are essential in supporting work effectiveness at Ar-Rahman IT Junior High School in Lareh Sago Halaban. A systematic approach (Monoarfa et al. 2019) in these two aspects will not only improve the school's internal performance but also help achieve higher educational goals. In this context, this study will explore in more depth how staffing planning (Nursidah 2019) and infrastructure facilities can be optimized to support work effectiveness at SMP IT Ar-Rahman Lareh Sago Halaban.

## RESEARCH METHOD

### *Research Venue*

This research uses a qualitative approach with a case study method to explore the importance of staffing and infrastructure planning in supporting work effectiveness at SMP IT Ar-Rahman Lareh Sago Halaban (Amasha et al., 2025; Ijzerman et al., 2025). This method was chosen because it allows researchers to gain an in-depth understanding of the phenomenon under study through the collection of rich and contextualized data. The location and subject of the research were conducted at Ar-Rahman IT Junior High School in Lareh Sago Halaban. The research subjects included the principal, teachers, administrative staff, and students.

### *Research Informant*

The research subjects included the principal, teachers, administrative staff, and students. This subject selection aims to gain a comprehensive perspective on staffing and infrastructure

### *Data Collection Techniques*

Interviews Huberman and Miles were conducted with principals, teachers, and administrative staff to gather information on staffing planning practices and infrastructure management. The interviews aimed to explore the subjects' experiences and views on work effectiveness at school. The researcher made direct observations of daily activities at the school, including the teaching and learning process, the use of facilities, and interactions

between teachers, staff and students. These observations helped the researcher understand the context and real conditions in the field. Researchers collected and analyzed related documents, such as school work plans, evaluation reports, staffing data, and infrastructure inventories. These documents provided additional information and supported the findings from interviews and observations.

Data from interviews, observations, and documents were coded to identify key themes related to staffing planning, infrastructure, and work effectiveness. The identified themes were grouped into more specific categories to facilitate further analysis. Categorized data was interpreted to find the relationship between staffing planning and infrastructure and work effectiveness at Ar-Rahman IT Junior High School in Lareh Sago Halaban.

Validity and reliability To ensure the validity and reliability of the data, this study used triangulation techniques, namely by comparing and confirming findings from various data sources (interviews, observations, and documents). In addition, the researcher also conducted a member check by involving the research subject in the process of verifying the findings. This research method is expected to obtain a comprehensive understanding of the importance of staffing planning and infrastructure facilities in supporting work effectiveness at Ar-Rahman IT Junior High School in Lareh Sago Halaban.

## RESULTS AND DISCUSSION

Staffing planning this study found that staffing planning at Ar-Rahman Junior High School in Lareh Sago Halaban is well done and structured. The principal together with the management team conducts a selective recruitment process to ensure that teachers and staff who are accepted have competencies that match the needs of the school (Aslan & Toros, 2025; Gandy et al., 2025; Heymann et al., 2025; Shippee et al., 2025). Training and professional development are also regularly conducted, both through internal and external training (Alpert et al., 2024; Herrick, 2025; Latyshova et al., 2025). This helps to improve the quality of teaching and school management. Interviews with principals and teachers show that good staffing planning has a positive impact on teachers' motivation and performance.

Teachers feel more valued and supported in developing their careers, which in turn improves overall work effectiveness. Infrastructure Facilities Observation and documentation studies revealed that infrastructure facilities at Ar-Rahman IT Junior High School in Lareh Sago Halaban are adequate and support the teaching and learning process (Ingole et al., 2025; Nelson et al., 2025). The school has comfortable classrooms, an adequate library and good access to information technology. These facilities allow teachers to apply a variety of innovative and effective learning methods. The data shows that students feel more comfortable and motivated to learn when the available infrastructure is adequate. A conducive learning environment also contributes to improved student academic performance.

## CONCLUSION

Good staffing planning at SMP IT Ar-Rahman Lareh Sago Halaban has a significant impact on work effectiveness. A selective recruitment process ensures that only competent and committed individuals become part of the teaching and staff team. Continuous training and professional development also play an important role in improving teacher performance. Well-trained teachers are better able to face challenges in the teaching process and are more motivated to give their best for students. In addition, effective staffing planning also creates a positive and collaborative work environment. Teachers feel supported in their professional

development, which increases job satisfaction and has a positive impact on overall work effectiveness. Adequate infrastructure is essential in creating a conducive learning environment. Good facilities allow teachers to implement various innovative and interactive learning methods. Comfortable classrooms, adequate libraries support an effective teaching and learning process. The results show that students are more motivated and have better academic performance when the available infrastructure is adequate. A comfortable learning environment and complete facilities make students more focused and enthusiastic in attending lessons.

Good staffing and infrastructure planning must run synergistically to achieve optimal work effectiveness. Competent and well-trained teachers need adequate infrastructure to implement effective learning strategies. Likewise, good infrastructure requires teachers who are able to utilize these facilities optimally. The findings of this study emphasize that integrated and sustainable planning in terms of staffing and infrastructure facilities is key in improving work effectiveness at Ar-Rahman IT Junior High School in Lareh Sago Halaban. The school needs to continuously strive to improve these two aspects simultaneously to achieve higher educational goals.

### AUTHOR CONTRIBUTIONS

Author 1: Conceptualization; Project administration; Validation.

Author 2: Writing - review and editing.

Author 3: Conceptualization; Data curation; In-vestigation.

Author 4: Data curation; Investigation.

### CONFLICTS OF INTEREST

The authors declare no conflict of interest

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