

Organize the Performance of Professional Education Services in Indonesia

Dr. Masdin, Dr. Beti Mulu
M. Pd, M. Pd.I, Lecturer
IAIN, Kendari, Indonesia

Abstract:- This type of qualitative Research approach through Phenomenology, as results showed that future generations should be prepared now. Education should continue to be sought to build a generation capable intellectually, morally, and graciously ready to face the challenges of his day. Education must also be able to give birth to a generation of the nation that has a great soul and mind to build his empire. On the other hand, that also needs to be realized, education is not the responsibility of the Government/State solely. Education as the path of the progress of this country should be a joint commitment and awareness, the Effort that is like doing the movements of early childhood education and the alleviation and improved quality of primary education. In addition to the expansion of access to higher education also prepared through the establishment of universities in border areas and provide access to the community in particular that has limited the ability of the economy, but the academic-capable. The current period in an effort to prepare the next generation for decades.

Keywords:- Education, Policy, Service, Performance, Setup.

I. INTRODUCTION

At present Indonesia is undergoing various crises such as the moral crisis, economic crisis, crisis, crisis of the political culture. All the crisis mainly repeated on human behavior or the behavior of the nation of Indonesia itself. This means that the nation of Indonesia is undergoing a crisis of Human Resources. In the development of Human Resources is the most important factor compared to natural resources and funds. Development of quality Human Resources is arable fields of education. During the construction of the education is not expected to seriously and professionally, as long as it also Human Resources will remain a major problem in many areas of development. In the highly dynamic nature of globalization today, we really are very sad to see the fact that the children of the nation that could fill a wide open chance in the entire world is limited in areas that give added value to the relatively low. One reason is because of the human resources that we have had a very low quality. Many opportunities are passing away due to the abundant amount of resources there is no suitable, or even never prepared for it.

Poor quality of education in Indonesia make Indonesia crisis Resources Division travelled potential. Education in Indonesia uneven is one cause. Adequate education facilities 65% are in the island of Java and the rest IE 35% outside Java. State, makes students flock to Indonesia Java Island and getting no education evolved beyond Java. As for those who are outside the island of Java, and cannot afford to come to Java is certainly not going to get the opportunity for pursuing an education quality.

Quality education was also hard pressed to find in Indonesia. Although there are, the school rarely has high quality but cheap cost. Certainly the cost required is not a little. There are indeed some societies that Indonesia can afford to send their children to the highest level with a good quality. But for the General Indonesia economic levels who are at intermediate down would of course be thinking of how he went on to live to eat and others rather than pay top dollar for the sake of getting a quality education for children they.

When compared to other countries, Indonesia experienced failed. The quality of education in this country is assessed is still low when compared with other countries. Indonesia ranks only 102 of 107 countries in the world and no. 41 of the 47 countries in Asia (2004). The nearest example, Malaysia. in 1970-80s Malaysia still importing teachers from Indonesia, but now the quality of education in Malaysia grew rapidly and became a much better compared to Indonesia. This occurs because Malaysia highly prioritize education. Various universities in Indonesia, which we think is already good enough as UI, UGM, ITB and others, it is not nothing compared to universities abroad. Even our very proud of THIS SCHOOL was still losing than any public University in Pakistan. Indonesia so impressed ' THUMP ' if this kind of situation.

The human quality of Indonesia's low have become regular news. Each out Human Development Index report, the position of the quality of our Human resources are always at the bottom. One of the main keys at once the cause and the poor quality of Indonesia is human quality of education is low. The quality of the socio-economic and nutritional qualities of high-health will not be able to survive without the presence of human beings who have quality education. The country is struggling hard to improve the quality of education, but the result has not been satisfactory. Now the efforts to improve the quality of education is opening the schools the flagship, flagship

School is regarded as one of the effective alternative to improve the quality of education at the same time the quality of Human resources . The winning schools are expected to give birth to a superior human being man-very useful for building a chaotic land of breaking loose. Cannot be denied every parent wants his child to become a superior human being. It can be seen from the desire of the community to register his son to the flagship schools. Each new school year the flagship schools flooded with prospective students, due to beliefs can give birth human-human superior.

➤ *The Problem*

- How the Government's efforts in improving education services education in Indonesia?

II. A REVIEW OF THE LITERATURE

A. *public policy*

Public policy is what is selected by the Government to be done or not done. Carl Friedrich (in Dede Mariana, 2010) sets forth that the policy is potentially experiencing unplanned actions or activities proposed by a person, group, or Government in an environment where there are particular barriers (the difficulties) and the possibilities (opportunities) where the policy is proposed in order to be useful in addressing it to achieve the objectives in question.

Public policy is needed, at least because: 1) public policy is regulation; 2) Regulation is a rule created the State organizers namely Government; 3) So, public policy is needed to set up or manage the life of society, nation, State, in all aspects of the lives of many people living in urination; 4) public policy is one tool or device is needed to achieve the goals that have been set by the Government on behalf of the public interest.

The process of public policy, at the very least include: 1) the formulation of a problem; 2) Forecasting; 3) Recommendations; 4) Monitoring; 5) evaluation. Innovative public policy always should be: 1) Based upon the public interest; 2) planning, execution, and oversight, as well as his public participation involves; 3) their definitions are always dynamically moving in accordance with the development aspirations of the public.

B. *Public Administration*

Public administration which in essence carry out development and manage or provide services for the benefit of the community. Many experts that provide definitions on public administration, including public administration according to Pfiffner and Presthus, namely: "Public administration covers the implementation of Government discretion set by the political representative bodies. Public administration can be defined a coordination of the efforts of individuals and groups to exercise the discretion of Government ". Globally, public administration is a process concerned with the implementation of the Government's wisdom, wisdom of the Steering skills, and techniques that are infinite in

number, give direction and purpose against the efforts of a number of person.

According to Prajudi Atmosudirdjo, public administration is the administration of the country as the Organization and administration of the pursuit of the achievement of the objectives of the Union in nature. While according to Waldo (Irawati, 2007), public administration is the management and organization of human-human and equipment in order to achieve the objectives of the Government. Public administration or the administration of the country once known is basically a form of administrative cooperation undertaken by two or more persons for the sake of achieving the common goal. Goal of public administration itself is a public service or the public service. Public administration has the study of the science of political, legal, social, and economic (management).

Public administration is the process of cooperation that prevails in the public organizations in order to provide public services. Public administration, as formulated by Pfiffner and Presthus, is a scientific discipline which mainly examines the ways to implement the political values. It is in line with the idea of early Wilson in Shafritz and Hyde (Irawati, 2007) considered the person: the birth of the modern science of public administration in the United States.

Wilson posited, the discipline of public administration is a product of the development of political science. But Wilson proposed the existence of the separation of administration from the discipline of political science. This idea was later known as the politics-administration dichotomy. Since then, for a century more, public administration, both as a field of study as well as the profession continues to grow. The study of public administration is inseparable from the Government organizations in the handling of public issues.

Bellone (Irawati, 2007) argues that the discipline of public administration is predicated on the study of organization. Organizational theories, hypotheses about human behavior in a complex organisational and administrative theories and hypotheses about human behavior in the Working Group, is the basis in the theory of public administration. To be explained that the public administration is talking about human behavior in government organizations. Even Shafritz and Russell (2005:5) in Irawati, 2007) posited; It is easy to define administration if you are content with being simplistic: it is government in action – the management of public affairs on the implementation of public policies.

Development of Administrative Sciences as disciplines is inseparable from human nature as beings are inquisitive, always think to seek and find the truth from time to time, from cradle to cradle human trying find new truth. Hence the figure of science of administration became very dynamic, in line with the effort and the discovery of new truths.

In the past, administrative science seen u.s. normative science emphasizes that "what should be", but the current developments, view last experienced a demistifikasi, and experts see the Administrative Sciences as the policy science merge the question "what should be" with "what is" in the form of the question "what is probable" next; Moeljarto in Marlon (2009). In addition to that reason Administrative Sciences of the US social science has properties of iconoclastic, that any presence of the theory always will get critics to reach the level of the validity and relevance of the. To see this development Irfan Islamy: categorizing the aspects of the development of the science of administration over "administrative technology vs. administrative ideology".

The second aspect of the administration in its development experience inequality is very world. We have felt the sweetness of the bestselling science administration who concentrate on administrative technology which more applied such as: human resources management, e-commerce, e-government, organization learning, strategic planning, balance score card, benchmarking (Irfan Islamy in Marlon, 2009).

C. Education

Understanding education according to Prof. Dr. John Dewey: education is a process of experience. Since life is growth, education means helping inner growth without being restricted by age. The growth process is the process of adjusting on each phase as well as adding skills in the development of a person.

Understanding education according to Prof. h. Mahmud Yunus: education is an effort to purposely chosen to influence and assist the child with the goal of increased academic, physical and moral excellence so that gradually it can deliver the child to the goal of the most high. In order for the child to live happy, and all what it does become beneficial to himself and the public.

Understanding education according to Prof. Herman h. Horn: education is the perpetual process of adjustment higher for a creature that has grown physically and mentally which is freely and knowingly to God as manifested in the natural surroundings, intellectual, emotional and the will of man.

Current education become much interest not only of access to higher education, but student success (NAO 2002 in Liz Thomas, 2002). Such as at a University in the United Kingdom who have both increase the diversity of the student intake and supported their academic success, in his paper discusses some of the issues surrounding the retention of students in higher education (HE). The research, which is still in the process, focus groups are utilized by students, equipped with data collection through questionnaire. Many students experiencing financial pressures, including poverty and growing concerns about debt, comparative lack of money (in relation to the previous level of income and/or colleagues not in HE) and a significant burden of work that paid, but despite these

problems many students persevere in HE. This raises an important question: what prevented the student leaving before the completion of their study program? This is explored here considering the concept of 'institutional' habitus, drawing in particular on the work of Reay et al. (in Liz Thomas, 2002).

Education as a universal symptom, is a necessity for human beings, because in addition to education as a symptom, as well as the effort of humanizing mankind. The following will put forth some sense education according to experts: Lutan (in Halim Malik, 2011) posited that "education can remain as the process evokes the power and pride of the disability, helplessness, deficient".

Sudjana (in Halim Malik, 2011) as implied in the "human capital theory", suggests that "man is the ultimate resource, acting as a subject both in an attempt to improve her life level and in preserving and utilizing their environment". According to the theories of this concept of education must be felt upon the presumption that human capital owned itself include: attitudes, knowledge, skills and aspirations. With the words, "capital" of human progress not be beyond him but there is within him, and the capital itself is education.

While George f. Kneller (in Halim Malik, 2011) in his book *Of Education* (1967:63), education can be seen in the technical sense, or in the sense of the results and the meaning of the process. In a broad sense education refers to an action or experience who have influence related to the growth or development of the soul (mind), character (character), or physical capabilities (physical Ability) the individual, education in this sense persisted (lifetime) we truly and experience throughout our lives.

III. THE STUDY METHODS

Qualitative research approach through kind phenomenology.

IV. DISCUSSION

➤ *Human Resources Enhancement Efforts among Educators in Indonesia*

To prepare for the golden generation, education remains the main street. In this respect, the education for all (education for all) into jobs that need to be completed. Not merely equitable, but also improved quality. The effort that is like doing the movements of early childhood education and the alleviation and improved quality of primary education. In addition to the expansion of access to higher education also prepared through the establishment of universities in border areas and provide access to the community in particular that has limited the ability of the economy, but the academic-capable. The current period in an effort to prepare the next generation for decades. Future generations must be prepared now. Education should continue to be sought to build a generation capable intellectually, morally, and graciously ready to face the challenges of his day. Education must

also be able to give birth to a generation of the nation that has a great soul and mind to build his empire. On the other hand, that also needs to be realized, education is not the responsibility of the Government/State solely. Education as the path of the progress of this country should be a joint commitment and awareness.

The younger generation of Indonesia do not feel inferior to foreign Nations. With a level of quality that is owned, the younger generation of ground water has almost the same quality and able to compete at an international level. It's just that the younger generation of Indonesia, sometimes you have vulnerabilities in three things, namely the communication in the language of United Kingdom, innovative and entrepreneurial soul, and soft skills that include the assessment of the ability of self. The problems of the world and an increasingly complex national problem requires us to continually learn to not stutter toward change. An increasing population, increasing energy reserves thinned, the range of different cultures, international and internal conflicts requires us to constantly learn. Facts show that conventional education at the moment less contributed to solving the problem that there are in fact increasingly widen the gaps. School education is an educational alternative that can provide a new color in the world of education.

Besides the efforts to improve the quality of human resources can also be done by other means, namely:

- Improving the quality of education in Indonesia
- Add sufficient employment
- Improvement of the economy of Indonesia

➤ *Improved Quality of Education and Educational Personnel*

Educational enhancement efforts are influenced by multiple factors. One factor of mutual influence on other factors. However, the most important factor is the teacher, because the black and white process of teaching and learning in the classroom much influenced by the quality of his teacher. Teachers are known as 'hidden curriculum' or hidden of the hidden curriculum, because of his attitude and behaviour, individual ability, professional appearance, and anything that attaches to personal teacher, will be accepted by participants of his protégé USA signs follow or be used for u.s. learning materials. For most parents, teachers or educators figure still is viewed as a representative of her children when the parents are not in the family.

Education facilities in the form of the book is already so advanced compiled. Even many materials which have now been compiled in the form of a CD ROM, not a book that thick and usually arranged not as interesting as comic or magazine. Thus learners have another option in the form of a source of information that resides on the computer 'click'. Source information easily searchable by means of 'surfing' through virtual learning materials via the internet. Well, in such conditions, what is the role of educators still needed anymore?

In the era of information technology, the teacher is indeed no longer can serve as the sole source of information and knowledge. The role of the teacher has turned more into a motivator, facilitator, and dinamisator for learners. In the era of information technology students can easily access what information is available through the internet. Under such conditions, so the teacher is expected to give a greater role to give signs of moral and ethics in choosing the necessary information. In other words, the role of the educator can not be replaced by the what and the who, as well as in any era. To be able to carry out the role effectively in the process of education, the quality of educators and educational personnel should be enhanced with a clear scenario.

The big question that will be answered in this paper a try is about how the scenario to be followed to improve the quality of educators and educational personnel? The whole screenplay that will include some questions. First, the first step of what is assessed is essential as a starting point (the starting point) to perform the next step. This first step is also rated as the breaker of chains chain of problems that often as vicious (vicious circle) that it is not known where the base and edges. Second, the major steps are to be done in the overall scenario was. Third, what is the relationship between the step one with the other, as well as what the prerequisites that must be met in order to achieve a predetermined step.

For more details the author describe as follows:

➤ *Increased Salary and Welfare of Teachers*

Mohammad (Chairman of the Large Administrators PGRI), stated unequivocally that "all the success of the education reform agenda is ultimately determined by the element that is located in the front leading edge, i.e. teachers. Rights of the teacher as a person, and also the profession of teacher training, community members and citizens who had been neglected, need to get priority in reform ". The main rights of educators who had to gain attention in the Government's policy is the right to earn income and well-being with a decent wage standards, rather than the 'minimum wage'. The policy of "minimum wage" may thus have led officials of the coolies, not minded individuals who pursue employee achievements. That is why, then the first step increasing the quality of produce educators and educators are giving prosperity teachers with a decent salary for life.

The first step is evaluated as very strategic and vital to improving the quality of educators and educational personnel. Why? There are at least two reasons. First, the terms of five of the work can be referred to as a profession, which is still not fulfilled perfectly is salary and compensation of the implementation of the role of the profession. The five conditions of the work as a profession is;

- That the work has a function and its significance for society,
- That the work it requires specific areas of expertise,

- Areas of expertise that can be reached through specific education branch (body of knowledge),
- That the work it requires professional organizations and the existence of a specific code of conduct, and then
- That the work requires adequate compensation or salary so that work can be carried out in a professional manner.

Of the five terms of the, which is still not being met entirely is the fifth requirement, i.e. salaries and adequate compensation. The second reason, because of an increase in salary and welfare is a step that has the most influential impacts (multiplier effects) against other measures. If necessary, so that the first step does not make the envy for the work of others, salary increases can be done thoroughly and gradually. This is related to the rise of acts of corruption that has reached a dangerous level is like a virus that has infected all aspects of human life.

What are the prerequisites that must be met to be able to carry out this first step well? If the standard salary will be raised high enough, then it raises can be done with a high standard of competence. Who will be given salary increases are educators and educational personnel who have achieved a standard of competence that has been set. Because there are various ranks and the clerk, then increase his salary is also aligned with the rank and the employees. Thus, the competence to do in the past honestly and transparently. To it, then the instrument must be freshly prepared competency test done. No cheating in this competency test process. In case of fraud in the implementation of competence, it will automatically can damage all components in this system. This first step will run with more steady if his salary payment system has been implemented through the bank.

➤ *Control of the profession and Duties of Teacher Recruitment to replace the teacher or educator who was assigned to other professions*

This is a consequence of both effort and continuity from the first step. Educators who do not meet the standard of competence should be assigned to other professions. The transfer of the task is done with the following terms:

- a. they have been given the opportunity to follow an intensive training and coaching, but does not indicate the existence of significant pieces,
- b. the teacher did not indicate any change of competence and also no positive indications to improve competencies.

If the condition has been made, then they should willingly and deserve to transfer of the tasks of the teaching profession into other appropriate personnel, e.g. administrative personnel, or if it needs to be given early retirement.

To replace educators who have a transfer of tasks to these other professions need selection (recruitment) are honest and transparent, appropriate qualification standards that have been set. Recruitment of educators are honest and transparent has been conducted by Paulo Freire in order to reform education in Brazil. Crass programs like teacher

AIDS should not be done in the future, because such programs is the same us like placing a time bomb that is dangerous, especially if it does not manage the program well. Teacher's AIDS programme can only be entered into one system in the recruitment of teachers. That is, the process of recruitment of teachers do with the mechanism through teacher AIDS. So, to get one's teacher recruitment has to go through teacher AIDS. Teacher AIDS that do not pass the test automatically into the end of the employment contract for AIDS to become a teacher.

Such reason due to the creation of jobs and new activities, where the school has a new program draft and needed a teacher who is assigned in the program so that it requires prospective new teachers, and also due to teachers at the school who quit because of retirement or who are already elderly, it is not possible to continue the activities of teaching and learning in schools.

In addition, the presence of employees who quit because another to school want to move, and workers who violate the established rules of the schools. So the school requires new teachers to fill job vacancies, so that teaching and learning activities (KBM) can run smoothly the US usual. For that school needs to do a new teacher recruitment process since recruitment is a very important thing, with through the recruitment process the school will get a human resources (HR).

Teacher recruitment management activity is one that maintains he obtained one or more prospective employees are really potential for specific positions in an institution. The purpose of the recruitment activity in the process of preparation of employees is clearly visible that to achieve the goals of recruitment activity requires an understanding that not only the applicants identify and select a job offer, but how to manage it as well as during the process of recruitment of applicants get information that helps them decide whether the employment offered was suitable for them and require interaction among individuals and organizations that Captivate and selected. So the purpose of the recruitment activity can be run well.

While being asked the purpose of recruitment that is carrying out the specific desires or lured the applicants work, which must be met so that the school can exist. In addition to getting us supplies many prospective applicants, so that the school will have a greater chance to do options against the candidate employee deemed to meet the standards set.

The implementation of recruitment of teachers which was implemented by the school aims to find teachers who have the potential and capability and quality so as to improve the quality of education in schools. Pattern or recruitment method used for the implementation of the recruitment of new teachers is always the same and its implementation is tailored to the needs of the school.

Teacher recruitment process can be done through four activities, namely the first event in the process of

recruitment of new teachers is by preparing a new teacher recruitment where this activity must be matured by doing the formation of new teacher recruitment Committee assignment requirements, to apply for becoming a teacher is new and the determination of registration procedures for new teachers and others. Once the preparations have been completed then the next deployment activities announcement of receipt of new teachers through existing media such as brochures, newspapers and so on. So the announcement of a new teacher application acceptance has been propagated certainly community knowing that within a certain period, as stated in the announcement, there is acceptance of new teachers in all schools.

➤ *Build the system certification of produce educators and Educators, as well as Guaranteeing the quality of Education Systems*

The US mandated in the PP number 19 Year 2005 about National Education Standards, the development of a certification system for educators and Educational personnel and the guarantor of the quality of education is a very big step, which will provide support for the implementation of the first step, which is also very heavy, as related to the budget of the State. Educator Certification System Setup and produce educators should not should not be made to ensure the correct fulfillment of various national education standards that have been set.

The prerequisites that must be met the U.S. follows; for educators who will be as CIVIL SERVANTS should apply the standard minimum educational qualifications. While for teachers who already have experience need not be required to meet the standards of the diploma, as it will only cause the onset of what is called the 'selling diplomas' also known as 'STIA' or 'not there' diploma school. They are necessary for the education profession and the education system should be appreciated the tiered equivalent educational qualifications. If this certification system has started to run, then the promotion system for educators and educational effort was time adjusted. Promotion of educators and educational power not merely the US purely administrative process, but rather an important process in the certification based on competence.

➤ *Build one standard Coaching career (Career Development Path)*

Along with the implementation of the certification, then arranged one standard coaching career. The system must be in the form of the document approved in the form of legislation or at least a form of government regulation which must be implemented by the regional autonomous authorities. For example, to become an instructor, or become a principal, or Superintendent, an educator must have the required competency standards, and must go through the process of the achievement that has been raw. This career coaching standards will be implemented with the steady if it meets the prerequisites, among others, if the system of certification of produce educators and has been running smoothly. In addition, this third step will go smoothly if employee promotion system based on certification is already running.

➤ *Improvement of Sustainable Competence*

The U.S. described in the previous step, new teacher recruitment process must be carried out honestly and transparently, and with using qualification standards that have been set. The qualification standards cannot be bargained. Meanwhile, for experienced educators need to be given the chance to follow the upgrading undertaken by in service training have also been accredited. In addition, they are also required to follow the education profession that can be implemented by institutions of produce educators (LPTK) which must also be accredited.

The efforts increased competency for educators and educational personnel should be implemented programmatically and hard-wired with a clear system. The number of educators in this country require handling synergistically by all agencies associated with pre service education, in service training, and on the job training. Synergistic enhancement activities and produce educators should involve the Organization construction of the teaching profession, such as the Working Group on teachers (KKG), Congress of teachers of subjects (MGMP), the principal Work of (MKKS), deliberation and Discussion of work Overseer of the School (MKPS). It certainly includes the Organization of camps, PGRI teachers.

The process of teaching and learning is a process that contains a series of doings of teachers and students on the basis of the mutual relationships that take place in educational situations to achieve a particular goal. In the teaching and learning process implied that there was a unity of the inseparable activities between students who learn and teachers teach. In order to make the learning process can be implemented effectively and efficiently, then the teacher has a duty and an important role in delivering his protégé participants achieve the goals expected. Therefore, teachers should already have various competencies relating to duties and her responsibilities. With such competence, then it would make professional teachers, either in academic or non academic.

➤ *Educational Enhancement Efforts Nationwide*

Us for the projects which have been launched by the Government in order to improve the quality of education, among them were:

- Curriculum development project
- Project Management School-based quality improvement (MPMBS)
- Library project
- Help Improve Project quality management (BOOM)
- Some self-help relief project (BIS)
- Procurement Project Ebook Package
- Teacher Quality Enhancement Project
- Direct Grants (DBL)
- Operational Assistance (BOS)
- Special assistance a pupil (BKM)

Having regard to a number of projects that, we have to conclude that the Government has spent much of the budget funds to finance the project in an effort to improve the quality of education. Now the various elements of the public questioned why efforts are so expensive yet showed encouraging results. It is argued that management may be less precise and there are unisex which says that the Government is less consistent with attempts to run.

The Government's efforts to improve the quality of national education of which namely:-

- *Provide an Appreciation for Teachers*

The staff (teachers) will be motivated if given extrinsic rewards (salary, benefits, bonuses and commissions) and intrinsic rewards (praise, recognition, responsibility, challenge, opportunity and career development).

- *Increase Professionalism*

The sophistication of the curriculum and school management guidelines will not mean if not handled by the teacher professional. Sisdiknas ACT No. 20/2003 Article 42 paragraphs (1) to mention the educator must have the minimum qualification and certification in accordance with the teaching authority, healthy level of physical and spiritual, as well as have the ability to realize the goal of national education.

- *Provide the Means and Infrastructure*

With the passage of 2004 curriculum (KBK), now more teachers being required to contextual analytical study with real world or at least the student gets an overview of miniature about the real world. Hope that's not possible is reached without the aid of tools of learning (education infrastructure).

According to Kepmendikbud No. 053/U/2001 on the minimum service Standards (SPM), schools must have the minimum of requirements to control the all-round education with complete and quite like the land area, complete furnishings, equipment/lab/media, infrastructure, sports facility, and the ratio of 1:2. The presence of Kepmendiknas it felt very appropriate because by this decision expected the Organization of education in schools is not "kebablasan" or left under the minimum requirements so that quality education be worse.

- *The Eradication of Corruption*

The corruption associated with the funds that come from the Government and funds are directly withdrawn from society. If during this very minimal education budget complained, it turns out that a small fund that could not escape from corruption. It is inseparable from the haze of the budget system of the school. Fuzziness in the system budget (RAPBS) it allows the principal to inflict a double system of Financing (PSG). For example, the operational funds budgeted purchases of Government funds charged again to the community.

The more downs HR ranks Indonesia in 2004, not only do we need to later regret, but making it as a motivation to rise from adversity. If the conditions it wants changed start from applying the concept rests on the root of the problem. In building that education is not easy. It is not enough just by providing budget, but also there must be concrete steps and programs on the basis of the needs of schools and students.

V. CONCLUSION

The Role of The Government In Improving The Quality Of Education Resources In Indonesia. Governments play an important role in improving the quality of education of children, especially Indonesia and ranging from the availability of a minimal infrastructure in the form of a proper school building, until it comes to the availability of a wide range of support other education facilities. For schools that are located in urban areas, schools were severely damaged and still haven't found very much rehabilitated, especially in remote areas in Indonesia. In other words, schools in the city only his condition still such, let alone across Indonesia.

The Government must realize that children is an investment the future of a nation. It is they who will fill the halls of the process of nation and State. Reasonable only when many people calling for that child is the seeds or shoots that must be observed and cared for properly. They are the inheritors of the future, the backbone and the expectations of the nation and the country is on their shoulders. However, that hope was still strikes the wall. It turns out that there are still many finds children less able to have to quit school because it has no cost. Often found that the children of Indonesia should be forced to beg in order raise a family, do a criminal offence and abandoned due to economic imbalances. Not rarely did the sons often faced other forms of violence both physical and non physical. Whereas, children of Indonesia should be at home, learn and enjoy tasks to grow flowers themselves.

REFERENCES

- [1]. Adi Saiful. Kompetensi yang Harus Dimiliki Seorang Guru. www.SaifulAdi.wordpress.com, 6 Januari 2007.
- [2]. Bakar, Rosdiana. *Pendidikan Suatu Pengantar*. Bandung: Cita Pustaka, 2008.
- [3]. Dede Mariana (2010). "*Otonomi Daerah dan Inovasi Kebijakan*", governance, Vol. 1, No. 1, November 2010.
- [4]. Gary W. Evans (2004). "*The Environment of Childhood Poverty*", American Psychologist Vol. 59, No. 2, 77–92.
- [5]. Hamalik, Oemar. *Pendidikan Guru Berdasarkan Pendekatan Kompetensi*. Jakarta: Bumi Aksara, 2006.
- [6]. Ibrahim Bafadal. Peningkatan Profesionalisme Guru Sekolah Dasar. Jakarta: Bumi Aksara, 2003 Irawati (2007). "*Pembaruan Administrasi dan Birokrasi*

- (*Sebuah Era Perubahan*)". Jurnal Madani Edisi I/Mei 2007.
- [7]. J. Edward Taylor dan Thomas Reardon (1996). "Agroclimatic Shock, Income Inequality, and Poverty: Evidence from Burkina Faso" World Development, Vol. 24, No. 5.
- [8]. Kunandar. *Guru Profesional: Implementasi Kurikulum Tingkat Satuan Pendidikan Dan Sukses Dalam Sertifikasi Guru* Jakarta: Raja Grafindo persada. 2007.
- [9]. Liz Thomas (2002). "Student retention in higher education: the role of institutional habitus", J. EDUCATION POLICY, 2002, VOL. 17, NO. 4, 423-442.
- [10]. Martin Ravallion (1995). "Growth and poverty: Evidence for developing countries in the 1980s", Economics Letters 48 (1995) 411-417.
- [11]. Martin Ravallion (1997), "Can high-inequality developing countries escape absolute poverty?", Economics Letters, Vol. 56 (1997): 51-57.
- [12]. Marlon (2009). "Prospek dan Tantangan Ilmu Administrasi Dalam Implementasi Otonomi Daerah Di Indonesia", Universitas Sumatera Utara 2009.
- [13]. Ni.am, Asrorun. *Membangun Profesionalitas Guru*. Jakarta : eLSAS. 2006.
- [14]. *Peraturan Pemerintah RI No. 19 Tahun 2005 Tentang Standar Nasional Pendidikan*, Jakarta: Sinar Grafika, 2006.
- [15]. Purbayu dan Retno (2005), "Analisis Pendapatan Asli Daerah (PAD) dan Faktor-Faktor Yang Mempengaruhinya Dalam Upaya Pelaksanaan Otonomi Daerah di Kabupaten Kediri", Vol. 2 No. 1 / lull 2005: 9 – 18.
- [16]. Rosyada, Dede *Paradigma Pendidikan Demokratis: Sebuah Model Pelibatan Masyarakat Dalam Penyelenggaraan Pendidikan*. Jakarta: Prenada Media. 2004.
- [17]. Roni Ekha Putera dan Tengku Rika Valentina (2010), "Pembiayaan Pendidikan di Era Otonomi Daerah: Studi Kasus di Kabupaten Solok", Demokrasi Vol. IX No. 1 Th. 2010.
- [18]. Supriadi, Dede, *Membangun Bangsa Melalui Pendidikan*, PT. Remaja Rosdakarya, Bandung: 2004.
- [19]. Trilaksono Nugroho (2000), "Reformasi Dan Reorientasi Kebijakan Otonomi Daerah Dalam Perspektif Hubungan Pemerintah Pusat-Daerah", Jurnal Administrasi Negara, Vol. I, No. 1, September 2000: 11-18.
- [20]. Uzer Usman, Moch. *Menjadi Guru Profesional*. Bandung: PT. Remaja Rosdakarya. 2005.
- [21]. Undang-Undang Republik Indonesia Nomor 20 Tahun 2003 Tentang Sistem Pendidikan Nasional.
- [22]. Wahid, Fathul. 2005. *Peran Teknologi Informasi dalam Modernisasi*. Yogyakarta : UII.