

PRINCIPLES OF ISLAMIC EDUCATION MANAGEMENT

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Introduction

The problem of education is a problem that is directly related to human life and experiences changes and developments according to that life, both theoretically and operationally. The problems faced by humans in education certainly require problem solving. Principles are like the foundation of a building, if the foundation of a building is good and solid then the building will also be a strong and sturdy building too. Every Islamic or general educational institution must have or face various kinds of problems that can be solved easily and some that cannot be solved easily.

One solution is to improve management in education. Management organizations have an important role to deliver educational progress. Education management (schools) strives for the successful development of students through adequate educational services. Management is a separate process, consisting of actions: planning, organizing, directing, and controlling, which are carried out to determine and achieve predetermined goals through the use of human resources and other sources (Ahmad D. Marimba; 1989).

Management is defined as integrating educational resources so that they are concentrated in an effort to achieve predetermined educational goals. Management was chosen as the setting for educational activities in order to realize educational consistency. In the discussion of this paper, the understanding of management and understanding of Islamic education will be explained along with the principles of management of Islamic education to achieve the goals of Islamic education. Education is the development of physical, intellectual and spiritual human resources with what can make them grow and develop and move so as to achieve self-perfection. (Muhammad Rasyid Ridho; 1993).

Education is essentially humanizing humans. Therefore, the symbiotic relationship between society and education cannot be separated. Society cannot grow and develop both physically and psychologically without education. While education itself is intended only for humans. In other words, only humans have the right to education.

In the realm of Islamic education, the meaning of the word education generally refers to the terms al-Ta'dib, al-Ta'lim and al-Ta'lim. Of the three terms, the term that is popularly used in the practice of Islamic education is the term al-Tarbiyah. The meaning of Islamic education contained in the term al-Tarbiyah consists of four elements of approach, namely: (1) nurturing and nurturing the child's nature towards maturity, (2) developing all potential towards perfection, (3) directing all nature towards perfection. , and (4) implementing education gradually. (Arifuddin Arif; 2008).

Islamic education management contains various general principles that are flexible so that they can be in line with good progress and development. Many Islamic education experts have different opinions about what are the basic principles of Islamic education management. According to Ramayulis, there are eight principles of Islamic education management, namely: sincere, honest, trustworthy, fair, responsible, dynamic, practical, and flexible.

Discussion

Understand the Principles of Education Management

Principles are life guidelines that a person believes are able to help him achieve the goals he wants or program in life. Principle is the principle of truth which is the basic principle in thinking, acting and so on. In terms of language, management comes from the word manage (to manage) which means "to do or continue, direct". (Webster; 1974). In the Indonesian English Dictionary, the word Manage means "Manage, organize, implement, manage" (Hasan Shadly; 372). Management is defined as "The process of using resources effectively to achieve goals" (Depdikbud; 1999). As for these terms, many experts have provided definitions of management, with different formulations. In the following, several definitions of management will be presented in order to obtain a clearer understanding. Management is the control and utilization of all factors and resources, according to a plan (planning) necessary to achieve or complete a particular preparatory work or objective. (Prajudi Atmosudirdjo; 1993).

1. Management is a separate process, which consists of actions: planning, organizing, directing, and controlling, which are carried out to determine and achieve the goals that have been set through the utilization of human resources and other sources. (Winardi; 1986).

2. Management can be interpreted as 'ability or skill to obtain a result in order to achieve goals through the activities of other people'. Likewise it can be said so Manajemen adalah pelaksana utama administrasi. (Endang P. Siagian; 1997).

Management is the main executor of administration. (Endang P. Siagian; 1997). By paying attention to some of the definitions above, it seems clear that the difference in formulation is only due to different pressure points, but the basic principle is the same, that is, all activities carried out in order to achieve a goal by utilizing everything available. resource.

Definition of Islamic Education

According to Ki Hajar Dewantoro, educating is guiding all the resources that exist in their children as humans and members of society so that they achieve the highest safety and happiness. (H.M. Arifin; tt).

According to H.M. Arifin is a conscious effort made by adults to guide and develop the personality and basic abilities of students both in the form of formal and non-formal education. In other words, education is essentially an effort to help and direct the mind and human nature so that it develops to the maximum point that can be achieved with the goals it aspires to. (Zahara Idris; 1981).

From the above understanding it can be concluded that education is carried out by adults aimed at children who are breeding who need guidance and assistance. The basis of Islamic education is the Al-Qur'an and Al-Hadith:

1. The basis comes from the Qur'an. In the Al-Qur'an there are many verses that recommend carrying out education as the word of Allah SWT in the letter At-Taubah verse 122.

﴿ وَمَا كَانَ الْمُؤْمِنُونَ لِيَنْفِرُوا كَافَّةً فَلَوْلَا نَفَرَ مِنْ كُلِّ فِرْقَةٍ مِّنْهُمْ طَائِفَةٌ لِّيَتَفَقَّهُوا فِي الدِّينِ وَلِيُنذِرُوا قَوْمَهُمْ إِذَا رَجَعُوا إِلَيْهِمْ لَعَلَّهُمْ يَحْذَرُونَ ﴾

Translate:

It is not proper for the believers to all go (to the battlefield). Why did some from each group among them go (stay with the Messenger of Allah) to deepen their religious knowledge and warn their people when they returned, so they could take care of themselves?

2. The basis is sourced from Al-Hadith. Apart from the Al-Qur'an, hadiths that explain education include:

"All children are born on fitrah, so the wisdom is clear, it is the parents who cause the child to become a Jew, Christian or Zoroastrian" (H.R. Abu Ja'far Al-Thabrani and Al Baihaqi and Al Aswad bin Sari), (Jalaluddin Abdulrahman; tt).

From several descriptions of the principles of management and Islamic education, it turns out that it is a combination of two sciences, namely management and Islamic education. According to Mujamil Qomar, management of Islamic education is a process of managing Islamic educational institutions in an Islamic way by handling learning resources and other matters related to achieving the objectives of Islamic education effectively and efficiently. (Mujamil Qomar; 2001).

Furthermore, the definition above can be explained as follows to facilitate understanding and the implications there are. First, the process of managing Islamic educational institutions. In this management process, the emphasis is on Islamic values which are based on the Al-Qur'an and Al-Hadith. For example related to empowerment, appreciation, quality, etc. Second, Islamic educational institutions. The focus and management of Islamic education is to handle Islamic educational institutions starting from Islamic boarding schools, madrasas, universities and so on. Third, the process of managing Islamic education in an Islamic manner. The management process must be in accordance with Islamic principles or use managerial principles that are general in nature but still in accordance with Islamic values. Fourth, by walking around. It implies strategy, because management is full of tactics or strategies aimed at achieving goals. Likewise with the management of Islamic education which always uses a certain strategy. Fifth, learning resources and related matters. Learning resources have a wide range. Sixth, the purpose of Islamic education. Purpose is a vital thing that controls and influences the components in Islamic religious education institutions. Seventh, effective and efficient. That is, successful management achieves goals by saving energy, time and costs.

Based on the various descriptions above, in general it can be understood that the principle of management of Islamic education is the principle of truth which forms the basis for thinking for a process of planning, organizing, leading, controlling educational staff, educational resources in order to achieve educational goals that are in line with Islamic guidance.

B. Principles of Islamic Education Management

The importance of the basic principles in management practice include: 1) determining work methods/methods; 2) selecting workers and developing their skills; 3) selection of work procedures; 4) define task boundaries; 5) preparing and making job specifications; 6) conducting education and training; 7) determine the system and the amount of reward. All of that is intended to increase the effectiveness, efficiency and productivity of work. (Nanang Fattah; 2008).

Hendiat Soetomo and Wasti Sumanto put forward the principles of Education Management. By adhering to modern educational administration patterns with democratic principles characterized by respect for human potential, the principles of education management must:

1. Decentralization of systems and staff members.

What is meant by this principle is the authority and responsibility and duties that must be delegated in the context of the framework that applies in schools.

2. Increase respect for the person

Individuals who are bound to the work unit must be reckoned with and valued by the leadership in accordance with the authority and responsibility as well as the goals and authority delegated to these personnel.

3. Optimal school personal development and growth

Develop and grow personal abilities and skills optimally. In other words, every school personnel must be able to display their potential to the fullest.

4. Personal involvement

Every school workforce is always involved from planning to organizing and supervising so that everything becomes a shared responsibility. (Hendiat Soetomo, Wasti Sumanto; 1982).

To ensure the success of the quality of education, education management must be carried out based on general management propositions or better known as management principles. As follows:

a. The principle of division of labor. The division of labor in an educational institution is very important. In addition to the division of labor between supervisors and other educational elements, in the division of labor it is necessary to pay attention to the placement of people according to their expertise and experience. The purpose of the division of labor is so that with the same effort it can realize educational goals, both national goals and institutional goals.

b. Principle of Responsibility. Everyone who is entrusted with a task in a particular field of work automatically has the authority to assist in the smooth running of the tasks for which he is responsible. Responsibilities are duties and functions or obligations that must be carried out by an official. Likewise in educational institutions, every educator and education staff has their own duties and responsibilities.

c. Principles of Order and Discipline. An effort that is carried out in an orderly and disciplined manner will be able to improve the quality of work, and improving the quality of work will also improve the quality of work. The essence of obedience is discipline, namely doing what has been mutually agreed upon.

d. The Principle of Unity. In educational institutions, educators and educational staff are an inseparable unit.

e. Principles of Fairness and Honesty. The spirit of unity can only be fostered if the principles of fairness and honesty are properly implemented so that everyone can work truly and faithfully. Justice is needed, for example in the placement of workers who must really pay attention to one's education, experience, and expertise.

Islamic education management needs to finalize the principles of Islamic education and practical steps in realizing the vision of education, namely to produce people who believe and fear Allah SWT, have noble character, have independent personalities, diligent, intelligent, creative, skilled, professional, responsible and productive. (Arifuddin Arif; 2008).

Management of Islamic educational institutions must experience a paradigm shift from the old paradigm to the new paradigm, as in the following elaboration:

1. From a subordinate position to an autonomous one
2. From a centralized strategy to a decentralized strategy
3. From authoritative decision-making to participatory decision-making.
4. From a bureaucratic approach to a professional approach
5. From rigid practical steps to lues practical steps
6. From the habit of organizing to the habit of taking the initiative
7. From the ability to control to the ability to influence
8. From watching over to being facilitating
9. From being afraid to take risks to being brave to take risks
10. From individual intelligence to teamwork
11. Disclosure of information
12. From a hierarchical organization to an egalitarian organization. (Arifuddin Arif; 2008)

From the above paradigm, the principle of managing Islamic education wants leaders or supervisors of educational institutions to take steps to realize the vision of Islamic education through the following steps.

1. Build strong leadership by improving coordination, mobilizing all components, synergizing all potentials, encouraging the formulation of stages to realize the Vision.
2. Running an open management in terms of decision making and use of finance.
3. Developing a solid, intelligent and dynamic work team.

4. Striving for institutional independence to take the best steps.
5. Creating an effective learning process.

The principle of managing Islamic education is the involvement of various resources to provide guidance for a person's physical and spiritual growth so that they develop optimally in accordance with Islamic teachings, with the aim that all resources, equipment or facilities within an organization can be deployed. in such a way.

Good management is management that has a concept and is in accordance with organizational objects and places. The management process is a circular activity, starting from planning, organizing, directing, to controlling. Management in education is very important, especially in Islamic educational institutions. Islamic educational institutions must be able to create effective and efficient educational management. To get maximum results, managers of Islamic education institutions must be able to utilize every available source in accordance with their plans.

Management in language comes from the verb to manage which means to organize, manage, organize, manage, organize, implement, implement and lead. Meanwhile, according to the term meaning management has many meanings, according to the perspective used in interpreting it. However, from various viewpoints and variations in the understanding of management, it provides a core picture that management is an attempt to manage (regulate) the organization to achieve the goals set effectively (able to achieve goals well) and efficiently (do things right).

CONSLUSION

Principles are principles, foundations or rules, which are statements of fundamental truths that form the basis of thinking or carrying out activities. So the principles of management are principles/bases or rules which are statements or fundamental truths that are used as guidelines in carrying out the task of leading a cooperative business, to achieve the highest balance in the process of achieving goals.

The principle of management of Islamic education is the principle of truth which is the basic principle in thinking for a process of planning, organizing, leading, controlling educational staff, educational resources in order to achieve educational goals in harmony with Islamic guidance.

The principles of management of Islamic education are the main things which include: The principle of division of labor. Principle of responsibility. The principle of order and discipline. the principles of unity and the principles of justice and honesty. All these principles must be properly implemented in educational institutions.

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