



MANAGEMENT OF EDUCATORS IN PRIVATE TSANAWIYAH MADRASAH ISLAMIC EDUCATIONAL MADRASAH FOUNDATION SEI TUALANG RASO (MTs. S YMPI) TANJUNG BALAI CITY

Rahmat¹, Azizah Hanum², Syamsu Nahar³

¹YMPI Sei. Tualang Raso Kota Tanjungbalai, Indonesia

^{1,2}Universitas Islam Negeri Sumatera Utara Medan, Indonesia

rahmathawari50@gmail.com

DOI : <http://dx.doi.org/10.30829/tar.v30i1.3578>

ARTICLE INFO

Article History
Received: June 01, 2023
Revised: June 21, 2023
Accepted: June 30, 2023

Keywords

Management, Energy,
Education

ABSTRACT

This research is to describe the management of teaching staff at MTs S YMPI ST. Raso Tanjungbalai City. The aim of this research is to reveal how planning, organizing, implementing and supervising teaching staff at MTs YMPI ST. Raso Tanjungbalai City. The method used is qualitative research, with research data collection obtained using triangulation techniques with data collection techniques through documentation, interviews and observation. The steps to analyze data are to collect data, reduce data, present data and then conclude. To test the validity of the data, credibility, transferability, dependability and confirmability tests are used. The results of this research reveal three findings, namely planning of teaching staff at MTs. S YMPI ST. The Tanjungbalai City Raso has been implemented and structured correctly in accordance with existing provisions, namely the organization of teaching staff at MTs. S YMPI ST. Tanjungbalai City Raso has been carried out in accordance with predetermined procedures. As for the implementation of the teaching staff plan at MTs. S YMPI ST. Raso Kota Tanjungbalai is running as desired

Introduction

Recently, the quality of national education has been discussed, both among education practitioners, politicians, the public and policy makers. The quality of education in Indonesia is getting worse when compared to other large countries. Even though education is a very important thing in the process of educating the nation's children.

Currently, national education is being faced with various issues, namely around the problems of educational autonomy, educational relevance, accountability, professionalism, efficiency, uniformity, decentralization and de-bureaucratization.

Education plays an important role in the survival of the Indonesian nation. As time goes by, education is a primary need for the Indonesian people. On the other hand, education is a benchmark for the progress of a nation.

In developing students' potential, various components are needed which are then within the scope of the madrasah. Madrasah is a place where teaching and learning activities take

place. Learning activities in madrasas will not run smoothly if the existing educational components are not adequate.

One of the important components in education is teaching staff (teachers or instructors). In Law Number 14 of 2005 concerning Teachers and Lecturers Article 2 paragraph 1 explains that teachers have a position as professional staff at the levels of basic education, secondary education and further education at the formal education pathway who are appointed in accordance with statutory regulations. From this it can be seen that teaching staff are recognized as professionals. The position of teaching staff in education is an inevitability and should receive special attention from the government. We can understand how the position of teaching staff is recognized in Indonesian law.

From a societal perspective, teaching staff are seen as professionals. Educators are seen as professionals because educators carry out a profession or job according to their expertise. An educator is required to have an educator qualification.

Madrasas are led by someone called the madrasa head. The head of the madrasah is responsible for determining the progress and retreat of the educational goals to be achieved. If the madrasah is led by a competent and professional madrasah head, the madrasah will progress. On the other hand, if madrasahs are led by leaders who are not qualified and professional, then the madrasah will lose in the increasingly fierce competition between educational institutions.

Mulyasa believes that if the Indonesian people want to take part in the current era, the strategic step that must be taken is to organize human resources, both in terms of intellectual, emotional, spiritual, creativity, moral and responsibility. For this reason, the role of education is considered the most important, because it is with education that we can master the existence of knowledge.

Education is closely related to the future of the nation. The progress of a nation is determined by the achievement of a well-functioning education system. The success or failure of providing quality education really depends on the quality of the community members who serve it and the officers who carry it out, they are educators.

Carrying out the role and function as a madrasa head must be able to have the right strategy to optimize teaching staff through cooperation or cooperation, and encourage the involvement of all education staff in various activities that support the madrasa program. The ability to improve educational staff must be realized through providing dynamic direction, coordinating educational staff in carrying out tasks.

The existence of teaching staff cannot be underestimated considering that they also play a role in the smooth process of learning activities and administration. Therefore, each educational staff has standard qualifications and abilities. If these qualifications are not met then a person is deemed not to have the ability to become an education worker.

The problems that arise in the teaching staff are that the teaching staff lacks mastery of the 4 abilities that educators must have, so this causes problems with the quality of educators being poor, teacher rights not being received according to the specified time, lack of recognition and appreciation for the performance of the teaching staff. so that teaching staff tend to be less affective in carrying out their duties.

Human resources at the Madrasah Private Tsanawiyah Madrasah, Sei Tualang Raso Islamic Education Madrasah Foundation, Tanjungbalai City have three teacher statuses, namely Civil Servants (PNS), Permanent Foundation Teachers (GTY), Non-Permanent Foundation Teachers (GTT). And the total number of teachers is 53 people including employees at MTs.S YMPI Sei Tualang Raso, Tanjungbalai City. The success and failure of education is determined by the organization within the educational institution. Because even though educational resources are complete, for example sufficient funds, complete media, available learning materials, good facilities and infrastructure, and an adequate work environment, but the

implementation/human resources as teaching staff are not capable and not well dedicated, then the educational goals are has been formulated there will be very little chance of being achieved.

In the world of education, the role and function of teachers is a very significant factor. Teachers are the most important part of the teaching and learning process, both in formal and informal education. Therefore, in every effort to improve the quality of education in the country, it cannot be separated from various things related to the existence of the teacher himself. Learning is essentially a cause-and-effect process. Teachers as teachers are the main cause of the student learning process, although not all student learning is the result of the teacher teaching. Therefore, the teacher as a central figure must be able to determine appropriate learning strategies so that they can encourage active, productive and efficient student learning activities. When teaching, teachers should pay attention to students' readiness, level of maturity and how they learn. So teachers occupy a key and strategic position in creating a conducive and enjoyable learning atmosphere to direct students to achieve their goals optimally. Teachers must be able to position themselves as disseminators, informators, transmitters, transformers, organizers, facilitators, motivators and evaluators for the creation of a dynamic and innovative student learning process. Researchers only emphasize the implementation of good management in an organization or educational institution or educational staff.

In line with the results of Adi Ansari's dissertation research, (2017) with the title Management of Teaching and Education Personnel in the Al-Qur'an Perspective, these are: 1) The planning orientation of teaching and education personnel is the afterlife (preparing for good deeds); 2) Every plan is carried out based on determining strategy and tawakkal; 3) Carry out fair recruitment, and select teaching and education staff using the criteria: capable and trustworthy, diligent and knowledgeable, having good communication skills; 4) Organizing orientation is the realization of order; 5) Organizing is carried out based on the principles of mutual assistance (ta'awun) on the basis of faith and piety, deliberation (syurâ), improving mutual relations (ishlâh), maintaining good relations (silaturahmi), mapping potential (syâkilah); 6) Encouragement (actuating) is carried out based on the principles of example (uswah), giving rewards (ujrah) and giving punishment (iqâb); 7) Supervision is oriented towards murâqabah (self-awareness that you are always being supervised by Allah SWT); 8) Supervision is carried out with the principles of performance assessment and evaluation with accuracy (tabayyun); 9) The management model for teaching and educational personnel in the Al-Qur'an perspective that is formulated is input (teaching and educational personnel), process (applying Al-Qur'an principles regarding planning, organizing, providing encouragement and supervision; and output (piety, performance, job satisfaction and organizational commitment).

Research Methods

The type of research used to determine the management of teaching staff at the Sei Tualang Raso Islamic Education Madrasah Foundation Private Madrasah, Tanjungbalai City is a qualitative type of research. Qualitative research according to Strauss and Corbin is a type of research whose findings are not obtained through statistical procedures or other forms of calculation.

Qualitative research is social science research that collects and analyzes data in the form of words (oral and written) and human actions and researchers do not try to calculate or quantify the qualitative data that has been obtained and thus do not analyze numbers. This research approach is a phenomenological approach. Qualitative research is research conducted based on qualitative paradigms, strategies and implementation of models. The perspectives, strategies and models developed are very diverse. Therefore, it is not surprising that there is an opinion that Qualitative research is many things to many people.

This approach is a research process that takes data descriptively to describe the content of the data contained in this madrasa committee in the development of educational institutions. This research reveals facts based on data obtained from the Head of Madrasah, and teaching staff as research subjects supported by information from the Head of Madrasah, Deputy Head of Madrasah and teaching staff.

Results and Discussion

Based on research results, the management of teaching staff at the Sei Tualang Raso Islamic Education Madrasah Foundation, Tanjungbalai City, has been running well, if seen from the responsible teamwork of the madrasa head, staff, teachers, students and the people involved. Improving the quality of education has been carried out well, clearly and purposefully.

Educator Planning

In management science it is explained that one of the main functions of management is planning, where in management science it is explained that the main functions of management consist of planning, coordination, implementation, supervision and evaluation. Planning is one of the first basic management functions that must be carried out. Because the initial stage in carrying out planning activities for teaching staff in relation to achieving madrasah goals is to make a plan.

Regulation of the Minister of Education of the Republic of Indonesia Number 20 of 2003 in article 39 paragraph 2 which states "Educators are professional staff who are tasked with planning and implementing the learning process, providing guidance and training, as well as carrying out research and community service, especially for educators at tertiary institutions."

In general, planning is the process of determining the goals of teaching staff and then presenting (articulating) clearly the strategies (programs), tactics (procedures for implementing teaching staff programs), and the actions needed to achieve overall educational goals.

In line with this, the Al-Qur'an also explains planning, namely in Al-Hasyr: 18, as follows:

يَا أَيُّهَا الَّذِينَ آمَنُوا اتَّقُوا اللَّهَ وَارْتَقُوا لَهُ الْوَعْدَ إِنَّ اللَّهَ خَبِيرٌ بِمَا تَعْمَلُونَ

Meaning: O you who believe, fear Allah and let everyone pay attention to what he has done for tomorrow (the afterlife); and fear Allah, surely Allah is All-Knowing of what you do.

The explanation of the verse above is: O you who believe, fear Allah, that is, fear Allah for His punishment by fulfilling His commands and avoiding His prohibitions, and let each person pay attention to what he has done for tomorrow (the afterlife). term, everyone should think about what wrong deeds he did on the Day of Judgment. And fear Allah, that is, to strengthen and explain the position of piety which is Allah's commandment, then indeed Allah knows best what you do, namely Allah knows what you do down to the slightest.

From the opinion above, it can be concluded that if we want to do a job, we should be required to pay more attention to what we are going to do or we should be required to plan in advance so that the goals we want run effectively and efficiently.

Organizing teaching staff

Organizing is a process of cooperation between two or more people in completing tasks, grouping people, activities, tools, in one form of organizational unity in accordance with their respective functions and positions to achieve predetermined goals.

Meanwhile, organizing is the second function in management. Organizing is an activity of arranging structures and forming relationships in order to obtain conformity in an effort to

achieve common goals. An organization is actually a collection of people who are integrated in a cooperative forum to ensure the achievement of goals determined by organizing as the division of work planned to be completed by members of a work unit, the establishment of effective inter-work relationships between them and the provision of a reasonable work environment and facilities so that they work efficiently.

In line with this, the Al-Qur'an also explains about organization, namely in Q.S. Ash Shaff 1-5 as follows:

Meaning: For the sake of (the group) who take rows truthfully, and for the sake of (the group) who strictly forbid (from immoral acts), and for the sake of (the group) who recite the lessons, Allah loves those who struggling in His path in orderly rows, they are as if they were a solid structure, the Lord of the heavens and the earth and what is between them and the Lord of the places where the sun rises.

The explanation of the paragraph above is that we must know that the placement of the organizing function after the planning function is logical because the act of organizing bridges planning activities with their implementation. In other words, without organization it is impossible for a plan to achieve its goals, without organization the implementers do not have clear and firm work guidelines, which results in failure to achieve the goals. Organizing occurs because the work that needs to be done is too heavy to be handled by one person alone. Thus, assistance personnel are needed and an effective working group is formed.

Implementation of the Educator Plan

Of the entire series of teaching staff performance management processes, implementing plans (actuating) is the most important management function in an educational institution. The implementation function places more emphasis on activities that are directly related to people or students in the classroom and in the madrasah environment.

In other words, implementation is an effort to make planning a reality, through various directions and motivation so that each teacher can carry out their functions and duties as teaching staff optimally in accordance with their roles, duties and responsibilities. The implementation carried out by educational staff and madrasa heads in developing learning programs places more emphasis on activities that are directly related to people or students in the classroom.

In line with this, the Al-Qur'an also explains the implementation, namely in Surah Al-Kahf: 2, as follows:

قِيمًا لِّئِنْذِرَ بَأْسًا شَدِيدًا مِّنْ لَّدُنْهُ وَيُبَشِّرَ الْمُؤْمِنِينَ الَّذِينَ يَعْمَلُونَ الصَّالِحَاتِ أَنَّ لَهُمْ أَجْرًا حَسَنًا

Meaning: As straight guidance, to warn of a very painful torment from Allah and to give good news to those who believe, who do righteous deeds, that they will be well rewarded.

The explanation of the verse above is that straight guidance is the Al-Qur'an. To warn of a very painful torment from Allah. The reason this verse was revealed was to warn to frighten the bad things that would come. As for the painful nature of shadid, it is not just with the word punishment, and not only that, but from Allah's side, the punishment given is adjusted to the perpetrator and the object. If punishment comes from Allah, then there is no power that can defeat it and no one can avoid it and give good news to those who believe. The good news here is to give a good reply, because the good reply is from the Almighty. noble and majestic (Allah).

From the explanation above, it can be concluded that if we carry out an activity strictly based on the existing provisions then we will also get good success.

Supervision of teaching staff

Supervision is a systematic effort to set implementation standards with the aim of planning, designing a feedback information system, comparing real activities with established

standards, measuring and determining deviations and taking corrective action to ensure that all teachers are used effectively and efficiently.

Minister of National Education Regulation Number 39 of 2009 concerning Fulfillment of the Workload of Teachers and Education Unit Supervisors and Minister of National Education Regulation Number 30 of 2011 concerning Amendments to Regulation of the Minister of National Education Number 39 of 2009 concerning Fulfillment of the Workload of Teachers and Education Unit Supervisors in Article 4, stated; a). The workload of teachers appointed to the position of educational unit supervisor is to carry out the duties of mentoring and professional training of teachers and supervision; b). Teacher professional guidance and training as referred to in paragraph 1 includes: 1). Guiding and training the professionalism of teachers in carrying out the main tasks of planning, implementing and assessing the learning/guidance process, and developing other educational staff, namely madrasah/madrasah administration staff, laboratory staff, library staff, both in educational units and through KKG/MGMP/ MKKS or other forms that can improve the abilities of teachers and other education personnel; 2). Assessing the performance of teachers in carrying out the main tasks of planning, implementing, assessing the learning/supervising process, and developing other educational staff, namely madrasah/madrasah administration staff, laboratory staff, and library staff in educational units.

Supervision as intended in paragraph (1) includes; a). Supervise, monitor, process and report the results of the implementation of 8 (eight) national education standards in educational units; b). Guiding educational units to improve or maintain the feasibility of programs and/or educational units. Supervision as intended in paragraph 1 is at least 5 (five) assisted madrasahs/madrasahs for special areas or at least 10 (ten) assisted madrasahs/madrasahs for areas that are not special areas.

In line with this, the Al-Qur'an also explains supervision, namely in Surah Al Mujadilah: 7 as follows:

ألم تر أن الله يعلم ما في السموات وما في الأرض ما يكون من نجوى ثلاثة إلا هو رابعهم ولا خمسة إلا هو سادسهم ولا أدنى من ذلك ولا أكثر إلا هو معهم أين ما كانوا ثم يُنَبِّئُهُم بما عملوا يوم القيامة إن الله بكلِّ شيءٍ عليم

Meaning: Have you not noticed that Allah actually knows what is in the heavens and what is on the earth? There is no secret conversation between three people, but He is the fourth. And there is no (conversation between) five people, but He is the sixth. And there is no (nor) discussion between (the number) being less than that or more, but He is with them wherever they are. Then He will inform them on the Day of Resurrection what they have done. Indeed, Allah is All-Knowing of everything.

Conclusion

Planning for teaching staff is carried out/made by the head of the madrasah, namely planning is one of the functions of management that must not be abandoned. It could be said that planning in education, especially teaching staff, is a practice that occurs all the time.

The organization of teaching staff carried out/made by the head of the madrasah is this organizing process which is very important as a process of dividing work into smaller tasks and at the same time assigning these tasks to people who are in accordance with their skills and abilities.

Implementation of the plan for madrasa head educators. Implementation of this plan is the most important function in HR management, because in this function an organization physically carries out its activities, takes actions in this direction, so that the organization can run well in accordance with the vision and mission of the madrasah Alone.

Supervision of teaching staff at the Private Madrasah Tsanawiyah Sei Tualang Raso Islamic Education Madrasah Foundation, Tanjungbalai City. Supervision is carried out to improve the performance of teaching staff, not merely to look for mistakes in teachers during teaching and learning time or outside the classroom when preparing Learning Program Plans (RPP), syllabus, and other supporting instruments used to support classroom learning.

References

- Ansari, Adi. (2017). *Manajemen Tenaga Pendidik Dan Kependidikan Dalam Perspektif Al-Qur'an*. Disertasi.
- Anwar, M. Idochi. (2004). *Manajemen Pendidikan dan Manajemen Biaya Pendidikan*. Bandung: Alfabeta.
- Arikunto, Suharismi. (2014). *Metode Penelitian Pendidikan*, Jakarta: Rineka Cipta.
- Buhler, Patricia. (2004). *Manajemen Skills*. Jakarta: Prenada.
- Daryanto. (2006). *Administrasi Pendidikan*. Jakarta: Rineka Cipta.
- Griffin. (2006). *Sumber Daya Manusia*. Jakarta: Bumi Aksara.
- Hajar, Dewi. (2005). *Manajemen Sumber Daya Manusia (Tenaga Kependidikan) dalam Pendidikan Islam (studi kasus di MAN Karanganom)*: Yogyakarta.