

Pattern of Principal Management in Implementing Student's Religious Character (Study at SMK IT Khoiru Ummah)

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Abstract: *The principal's management pattern in instilling religious character in students at SMK IT Khoiru Ummah is as an effort to grow the character of each student to become a noble human being. To find out the problem and get accurate data, the researcher used the method of observation, interviews and documentation. And using qualitative descriptive analysis techniques. From this research, it can be said that the principal's management pattern in instilling religious character in students at SMK IT Khoiru Ummah is a form of implementation or hard work effort to provide intakes to students about religious education through various kinds of programs that are created and arranged. The hope is that in the future students in the IT Khoiru Ummah Vocational School will become students with religious character in accordance with the Qur'an and Sunnah. The activities that are programmed and implemented are: (a) Duba prayer, (b) Reading the Qur'an and Al-Matsurat, (c) Tahsin and Tahfizh activities for students. With all these programs, it is a starting point and indicator of the success of the management pattern process carried out to instill religious character in students.*

Keywords: *Management Pattern, Principal, Religious Character.*

INTRODUCTION

Education is very important, but why is it still not getting enough attention? The quality of education is low which results in the death of the creativity of post-school students and the fall of students' self-confidence when facing the harsh world of work. School graduates are often children who are less courageous with their strong youthful nature, and increasingly distant from the reality of the surrounding community (Umam, 2020).

Management is a process carried out to achieve an organization's goals by working in teams and an application of management has a subject and an object. Education is a learning effort and learning process for students to actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed by themselves and

society. Educators and education personnel in the educational process play a strategic role, especially in efforts to shape the character of the nation through the development of the desired personality and values (Faisal, 2020).

A good principal should have a good management pattern to grow the quality and quantity of his school. Without good management, the school they lead will not be well organized because the spearhead of the school is in the management pattern managed by a principal.

In dealing with social conditions, the principal is the equivalent of the school principal who is in charge of running the principalship or principal. The term principal means everything related to the main duties and functions as principal (Yanto, 2020). The principal is composed of two words, namely principal and school. The head can be interpreted as the chairman or leader in an organization or institution. The principal is a person who is selected selectively from the teachers in a school.

The principal as the leader of the institution, then he must be able to bring his institution towards achieving the goals that have been set, he must be able to see changes and be able to see the future in a better globalized life. The principal must be responsible for the smoothness and success of a formal arrangement and management of matters to his superiors or informally to the community who have entrusted their students.

The educational progress of a school as an educational institution is influenced by the role of the principal as an education manager. This is largely determined by the ability of the principal in managing human resources from planning to evaluation aspects. Thus the effectiveness of the implementation of tasks and the implementation of education in schools is influenced by managerial abilities. This was emphasized by Sudarwan Danim stating: "In every work environment, an effective leader is important to demonstrate a healthy and productive life in the workplace". This means that management is supported by good principal leadership and good performance of educators and education as well as adequate infrastructure so that the implementation of education will be of quality (Abdon, 2020). The principal as an educational leader, the main function of the principal as an educational leader in an educational institution (school). The principal is a teacher who is given an additional task to lead a school where the teaching and learning process is held or a place where there is interaction between teachers who give lessons and students who receive lessons (Herayati, 2020).

SMKIT Khoiru Ummah is an Islamic-based school in Rejang Lebong, precisely in the village of Tasikmalaya. This school is a vocational school that instills Islamic values for all its students with various programs that have been

prepared by the principal. The management process there starts from the process of planning programs, organizing, implementing, monitoring and evaluating all programs that have been implemented.

RESEARCH METHODS

This research is a qualitative research; qualitative research aims to examine the condition of a natural object and emphasizes understanding the deep meaning of a symptom (Sugiyono, 2018).

Thus, the qualitative research to be studied is a condition that describes a natural phenomenon that occurs during research without any data manipulation. The purpose of this study is to examine in depth the pattern of principal management in instilling religious character in students at SMK IT Khoiru Ummah. Meanwhile, the techniques and data for determining the informants used observation, documentation and interview techniques. So that after all the data is obtained, then the data selection is carried out and presented in the form of results in the study then analyzed into discussion and finally conclusions will be obtained on the problems studied.

RESULTS AND DISCUSSION

Several activities were carried out by the Principal of SMK IT Khoiru Ummah to instill religious character in students, namely by making activity programs such as strengthening for student religiosity. The programs are as follows:

Table: 1 Programs or Activities at SMK IT Khoiru Ummah

No	Activity	Executor
1	Teacher Council Apple	All Teachers
2	Duha Prayer, Almatsurat	Students and Teachers
3	Tahsin and Tahfidz Qur'an	Students and Teachers

1. Teacher's Council Morning Apple Activities

No	Management Pattern	Management Implementation
1.	Planning (Planning)	a. Background To discipline students so that they are not late for school and the teacher council so that they can be disciplined before teaching in class.

	b. Destination	To get students used to always praying first before doing any activity, at least by reading Bismillah. Then read the Qur'an and then carry out coaching.
	c. Time	Performed every morning, precisely at 06:45 WIB at school front yard.
	d. Target	Principal and teacher council.
2.	Organizing (Organizing)	The school principal gives responsibility to the teacher council, namely those who act as apple coaches.
3.	Implementation (Actuating)	Line up neatly in the front yard of the school, then pray led by one of the students.
4.	Supervisor (Controlling)	The principal controls all activities carried out by the staff and all program implementers.
5.	Evaluation (Evaluating)	The evaluation goes on adjusting the problems found, then discussing them together and looking for the best solution or solution for the problem. Example problems; 1) being late for the morning apple or prayer together, the solution is established after the activity is finished. 2) crowded during the activity, the solution was reprimanded.

2. Duha Prayer and Almatsurat

No	Management Pattern	Management Implementation	
1.	Planning (Planning)	a. Background	To provide spiritual nourishment to students.
		b. Destination	To give the habit of praying sunnah before study time begins.
		c. Time	Performed every morning, precisely at 06:45 WIB at School prayer.

	d.Target	Student
2. Organizing (Organizing)	The school principal gives responsibility to the special teacher council in the field of Spirituality, namely those who act as accompanying teachers.	
3. Implementation (Actuating)	Gathered in the school prayer room, then immediately each dhuha prayer then continued by reading the almatsurat.	
4. supervisor (Controlling)	The principal controls all activities carried out by the staff and all program implementers.	
5. Evaluation (Evaluating)	The evaluation goes on adjusting the problems found, then discussing them together and looking for the best solution or solution for the problem. Example problems; coming late to school, the solution is punished by the Counseling Guidance teacher.	

3. Tahsin Learning Activities, Tahfizh Qur'an

No	Management Pattern	Management Implementation
1.	Planning (Planning)	a. Background To foster students to be proficient and fluent in learning the Qur'an.
		b. Destination To provide an interesting and easy to understand and memorize the Qur'an learning intake.
		c. Time It is carried out every morning according to schedule, precisely after the dhuha prayer process is carried out.
		d. Target Students and Teachers
2.	Organizing (Organizing)	The school principal gives responsibility to the special teacher council for Thasin and Tahfizh (T2Q), namely those who act as teaching teachers.
3.	Implementation (Actuating)	Gather in front of the class, in the prayer room, or in the front yard of the class and then immediately

	bring all the equipment to study the Koran.
4. supervisor (Controlling)	The principal controls all activities carried out by observing and paying attention to all implementation.
5. Evaluation (Evaluating)	The evaluation goes on adjusting the problems found, then discussing them together and looking for the best solution or solution for the problem. Examples of problems; incomplete in learning the Qur'an, the solution is to retrain so that the value is sufficient.

Based on the description above, that the management of a leader, namely the Principal, can refer to the management functions offered by experts, namely:

According to several experts in Krismawintari, Management must be implemented effectively, work correctly (input-output oriented), and efficiently, work properly (oriented towards ways to achieve goals) with the following functions: Planning which includes: Selection or setting goals organization, Determination of strategies, policies, projects, programs, procedures, methods, systems, budgets, and standards needed to achieve standards. Organizing which includes: determining the resources and activities needed to achieve goals, Design and development of organizations or work groups for Assignments and responsibilities, Delegation of authority to individuals, preparation of personnel which includes: withdrawal, training, development, placement, and providing orientation for employees in work environment. Directing which includes: getting or getting employees to do what they want and must do. This function asks employees to move towards achieving organizational goals. Supervision which includes: processes that ensure that an activity can be carried out according to the plan are achieved effectively and efficiently (Rismawintari, 2020).

School management in carrying out school activities is required: 1) Principals who are able to make schools continuously adapt to the latest internal and external conditions, 2) Principals are able to condition and coordinate all human resources to achieve goals; 3) Principals can influence human resources in achieving goals if they approach them humanely, 4) Principals must realize that, human resources are an important component in organizational planning, 5) in its management, principals must be able to enforce harmonious relationships between the goals of the school and the behavior of existing human resources, 6) In increasing the effectiveness and efficiency of schools, the sanction of human resources must be grown as the main force (Yanto, 2020).

Many factors affect the performance of a person, according to Sumarno, there are 3 factors that affect performance, namely ability, personality and work interest. Ability is a person's skills, such as intelligence and skills. A worker's abilities can affect performance in a number of ways. For example in how to make decisions, how to interpret tasks and how to complete tasks. Personality is a relatively stable set of traits that is influenced by heredity and social, cultural and environmental factors. While interest is a valence or attitude. Clarity and acceptance of the explanation of the role of a worker, which is the level of understanding and acceptance of an individual for the tasks assigned to him. The clearer the worker's understanding of the requirements and objectives of the job, the more energy that can be devoted to activities towards the goal. The level of worker motivation. Motivation is the energy force that drives, directs and sustains behavior. So that a person's performance can be further increased by the encouragement from within him self which is owned by that person as capital in carrying out a job (Jaliah, 2020).

So, based on the conclusions above, indirectly the management pattern of the principal at SMK IT Khoiru Ummah has not been maximal in carrying out a good management pattern as described by the expert above. Then based on the results of observations it was observed that the programs offered by the Principal have been good and running very well, as evidenced by the existence of a program format that has been prepared from the beginning to long-term programs. The programs that have been arranged have provided good benefits for fostering students' religious character attitudes, as evidenced in the morning students are directed to pray dhuha, then read the Qur'an, Almatsurat, then take tahsin and tahfizh lessons with the Wafa method which is good and extraordinary. Then the teacher is routined before teaching, namely by having morning apples.

CONCLUSION

Based on the results of the study, the Principal Management Pattern in instilling the religious character of students is a form of implementation or hard work effort to provide intakes to students about religious education through various programs that are made and arranged. The hope is that in the future students in the IT Khoiru Ummah Vocational School will become students with religious character in accordance with the Qur'an and Sunnah. The activities that are programmed and implemented are: (a) Duha prayer, (b) Reading the Qur'an and Al-Matsurat, (c) Tahsin and Tahfizh activities for students. With all these programs, it is a starting point and indicator of the success of the management pattern process carried out to instill religious character in students.

ACKNOWLEDGEMENT

This research went smoothly thanks to the support of all parties, both from the principal of the SMK IT Khoiru Ummah and all parts of the SMK IT Khoiru Ummah who were willing to be respondents in this study. ■

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This page belongs to the Tadbir : Jurnal Studi Manajemen Pendidikan

TADBIR : Jurnal Studi Manajemen Pendidikan Vol. 6, No.1, May 2022

IAIN Curup – Bengkulu | p-ISSN 2580-3581; e-ISSN 2580-5037