

## ISLAMIC EDUCATION MANAGEMENT DEVELOPMENT PATTERNS

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**Abstract:** Islamic teachings emphasize the importance of proper and orderly execution of tasks, as emphasized by the Prophet's hadith. Education can be seen in two aspects: specific and broad. In a specific sense, it is limited to adult efforts in guiding immature children to maturity, while in a broad sense, it is a process of growth and development that lasts a lifetime. Education is essential for humans as homo educandum, and the first revelation in Islam, Iqro', means reading. The Qur'an states that Allah elevates the degree of those who believe and seek knowledge, making education crucial not only in general but also in the Islamic religion. To improve the quality of education in Islam, good management is necessary. Understanding the true definition of management and its development process is crucial in the Islamic education world, as the quality of an educational institution depends on its management system.

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### INTRODUCTION

Management of Islamic education consists of three syllables namely, management, education and Islam. The term management comes from the word manage which means control. In the Big Indonesian Dictionary it can be interpreted as implementing management, carry out management. According to Sahertian (1994), management comes from the word manage or manageiare which means to train a horse to move its legs. Why horse? Because horses have great abilities. In the sense of management contained two activities, namely thought (mind) and action (action). (Sulistiyorini, 2009) Both of these activities show management functions such as planning, organising, directing, coordinating, controlling, and others. Meanwhile, seen from English, the word management is a verb to manage which means to manage, organize, implement and manage. Synonymous with the word to hand which means to manage, to control which means to check and to guide which means to lead. (Baharuddin dan Umiarso, 2012) Therefore according to the origin of the word and lexical, the word management has the meaning of managing, controlling, leading or guiding.

The second syllable is education. According to the Big Indonesian Dictionary, education is the process of changing the attitudes and behavior of a person or group of people in an effort to mature humans through teaching and training efforts. Education can also be interpreted according to Henderson in sadulloh (2009) as a process of growth and development as a result of individual interactions with the social and physical environment, lasting throughout life since humans are born.

The third word is Islam, which according to the Big Indonesian Dictionary means Islam, the religion taught by the Prophet Muhammad. guided by the holy book of the Koran which was revealed to the world through the revelation of Allah SWT. From these several definitions it can be concluded that the notion of Islamic education management is a process of structuring or managing Islamic educational institutions that involves Muslim human resources and drives them to achieve Islamic education goals effectively and efficiently.

In the development of Islamic education management, it is necessary to have two integrated aspects, namely uniting the attitudes of managers and leaders who are

characteristic of Islam or who are imbued with Islamic teachings and values. (Muhaimin, 2011) Some Islamic teachings and values related to the development of Islamic education management are as follows:

Managing Islamic education starts from intention, intention is something that is planned in earnest to be realized in reality (deeds). This intention must come from a clean and pure heart, because it hopes for the pleasure of Allah SWT. After the intention is then followed by muhasabah, which is to control and evaluate the plans that have been made.

Islam is a religion of charity or (practical) work. The essence of his teachings is that the servant approaches and earns the pleasure of Allah through work or good deeds and by purifying the attitude of worshiping Him alone. The Word of God in QS. Al-Kahf: 110. This implies that Islam is a religion that always teaches "work orientation" (achievement orientation). Whether or not a person's degree is high is also determined by work performance or the quality of good deeds as the actuality of the potential of his faith.

These values should become the driving force and work ethic for the development of Islamic education management. Ethos comes from the Greek "ethos" which means "character or character, attitudes and habits". From the word "ethos" are also taken the words "ethics" and "ethics" which refer to the meaning of "akhlaq" or are "akhlaqi", namely the essential quality of a person or a group including a nation. (Muhaimin, 2002)

The description on the second point underlines the existence of essential values that need to be upheld or made into the character, attitudes and habits of a person or group at work (including in the management of Islamic education), namely: "work (managing Islamic education) is a form of worship which must be accompanied by sincere intentions for seeking the pleasure of Allah".

## **RESEARCH METHODS**

The method used in this study is a comparative method with analytical descriptive specifications that focus on patterns of Islamic education management development. This type of research includes library research by examining library materials in the form of literature from books, journals and trusted online media.

## **RESEARCH RESULTS AND DISCUSSION**

### **1. Definition of Islamic Education Management**

Islamic education management consists of three syllables: management, education, and Islam. Management comes from the word manage, meaning control, and can be interpreted as implementing management or implement management. It involves two activities: thought (mind) and action (action), which involve planning, organizing, directing, coordinating, and controlling. In English, management is a verb to manage, meaning managing, organizing, implementing, and managing. Education, on the other hand, is the process of changing attitudes and behavior to mature humans through teaching and training efforts.

Islam, the religion taught by the Prophet Muhammad and guided by the holy book of the Koran, is the religion revealed to the world through Allah SWT's revelation. Islamic education management aims to structure and manage Islamic educational institutions, involving Muslim human resources and driving them to achieve Islamic education goals effectively and efficiently. Two integrated aspects of Islamic education management are uniting the attitudes of managers and leaders who are characteristic of Islam or imbued with Islamic teachings and values.

## **2. Elements of Islamic Education Management**

There are 6 elements in management, namely: man, methods, machines, money, materials and market:

### **1. *Man***

The most important management element in achieving company goals is human resources. Reporting from the Encyclopedia Britannica, man refers to the human element in the operating system, so human management is one of the most important responsibilities. Humans have different skills and traits. So that human management is needed to get maximum work results, a healthy and conducive work environment, as well as innovative ideas that can advance business.

### **2. *Methods***

Method is a management element needed to regulate procedures and operational standards for an activity. The method of activity or effort must be made as good as possible to produce good work. For example working hours must be balanced with time to eat and rest so that employees are in a focused condition and not exhausted. Additional quality control is also needed to obtain the best method that can be applied to an activity or business.

### **3. *Machine***

The machine is an element of management in the form of goods. Machines can be in the form of logistics equipment or technology needed in an activity. The purchase and use of the machine must be managed so that it is effective, meaning getting a good tool at an economical price, but having good performance for production.

### **4. *Materials***

Material is an element of management in the form of raw materials needed in an activity. The selection of raw materials to their use must be done as well and as effectively as possible so that no material is wasted. The selection of materials must also be adjusted to the needs of the business as well as the budget so that quality materials can be obtained but still economical.

### **5. *Money***

Money is an element that underlies all activities. Money must be managed wisely and efficiently. Budgeting and the use of money must be managed carefully, wisely, efficiently and can be accounted for.

### **6. *Market***

The market is the next element of management, especially for businesses and businesses. Reporting from Economidiscussion, elements of the market are planning, organizing, controlling, implementing programs, policies, strategies and marketing techniques to create demand for product or service offerings.

These six elements must be considered in management to get activities or businesses that can achieve goals and can develop well in the future.

## **3. Islamic Education Management Function**

The management function is a process of planning, organizing and controlling existing resources to achieve effective and efficient goals. Management as a system does not move statically, but functionally dynamically synergizes the supporting elements in the formulation of planning, organizing, actuating and motivating (POAM+C) plus controlling. This system cannot be separated from one another which is a condition and its pillars.

### 1. *Planning*

In the education management book by the UPI lecturer team, (2009) it is stated that planning is making targets to be achieved or achieved in the future. As with other management functions, the term planning also has various limitations according to the opinions of management experts. George R. Terry, for example, once wrote in his book "Principles of Management" that planning is nothing but selecting facts and making connections between one fact and another, then making estimates and forecasts about conditions and formulating future actions if needed to achieve the desired results.

Broadly speaking, it can be concluded that planning has a basic meaning, namely a process of systematic thinking activities regarding what will be achieved, activities to be carried out, steps, methods, implementation (manpower) needed to carry out activities to achieve goals. All these aspects are formulated rationally and logically.

Islam teaches that every job begins with good intentions (*anniyah al-shalihah*), this good intention must be realized in the form of a program or intend to do something. Planning can start with good intentions as a mature plan through priority program steps, that is, about what will be achieved, then make work guidelines, the lines that will be aimed at as preparations rather than implementing a goal.

### 2. *Organizing*

There are two limitations that need to be stated here, namely the term "organization" as a noun and "organizing" as a verb. Organizing is the process of organizing, allocating and distributing work, authority and resources among members of the organization to achieve organizational goals. In this regard, the companion of Rasulullah Ali bin Abi Talib said:

الحق بلا نظام يغلبه الباطل بنظام

*Meaning: Things that are false (bad) that are neatly arranged can defeat the truth (cases) that are not well arranged*

### 3. *Motivating*

Motivating power in management is the ability of managers in an organization to provide excitement, activity, understanding, so that other people want to provide support and work voluntarily to achieve organizational goals in accordance with the burden and capacity given.

### 4. *Actuating*

Actuating or moving people in the organization to be active and so that they are willing and willing to work in order to complete tasks for collective goals. Here the leader tries to make staffing behave decentralized in the sense of dividing and receiving authority according to position and not merely receiving orders or ordering, but moving each other in completing their tasks.

### 5. *Controlling*

Supervision as stated by Henry Fayol several decades ago, "in its implementation, supervision actually consists of observing everything that happens whether it is going according to plans, instructions and principles that have been set.

## 4. **Islamic Education Management Principles**

Islamic education management contains various general principles that are flexible so that they can be in line with good progress and development. These principles distinguish education management in general from Islamic education management. Regarding the principles of Islamic education management, many Islamic education experts have different opinions, including Ramayulis who argues that there are eight principles of Islamic education management including: sincere, honest, trustworthy, fair, responsible, dynamic, practical, and flexible. (Ramayulis, 2008).

Meanwhile, Langgulung (2000) argues that there are seven types of Islamic education management principles, including: faith and morals, justice and equality, deliberation, division of labor and duties, adhering to management functions, association and sincerity. Referring to one of the opinions above, in detail some of the basic principles of Islamic education management if applied in the context of schooling can be described as follows:

1. Sincere

Managing a school is essentially a trust and a duty from Allah SWT. Often in its application we face workloads that are not proportional to the material obtained. If we have materialistic principles, of course what will happen is that the work we do is not optimal, because we will always compare what we do with what we get. In this case, sincerity is a principle that will encourage us to do our best even though what we get is not comparable to the worldly material that is obtained, because we believe that what we do is solely as a form of worship and solely hopes for the pleasure of Allah Almighty.

2. Honest

One of the characteristics possessed by Rasulullah SAW which was carried since before the time of prophethood was being honest. Honesty became the identity of Muhammad SAW which made him known and trusted by all Arab society at that time. Of course this becomes uswah for us as the people, how honesty then becomes the capital to lead the people. If we reflect on the current managerial reality, honesty is something that is very expensive.

In the context of schooling, honesty is a very important principle owned by school leaders. A school leader has the legitimacy to set many school policies, including policies in the budget. In this context, opportunities to manipulate data and commit fraud are wide open. But if you have the principle of honesty, then of course no matter how big the opportunity to commit fraudulent behavior is, of course it won't be done. The consequence for a school that is led by an honest manager is that the school will get the rights according to the designation given to it. Government programs that currently favor the development of school quality will certainly be right on target and improving the quality of education is expected to become a necessity and will not experience a lot of leakage of funds or abuse of authority.

3. Trust

In Islamic teachings, position is a mandate that must be accounted for. This accountability is not only in this world to humans, but also in the hereafter to Allah SWT. Amanah means trust, so someone who is given a mandate is someone who gets the trust to hold a certain task. Allah SWT says in the Quran which means:

*"Indeed, Allah orders you to convey the mandate to those who are entitled to receive it, and (orders you) when stipulating laws between people so that you determine fairly. Verily Allah gives you the best teaching. Indeed, Allah is All-Hearing, All-Seeing." (QS. An-Nisa': 58).*

Based on the paragraph above, the mandate should be given to people who are entitled to receive it, namely people who meet the criteria according to the characteristics of the job or task that will be carried out. Furthermore, the person who is given the mandate must realize the mandate he is carrying and not commit fraud or abuse. In the context of schooling, the position of school leader is a mandate. A school leader or teacher who has the principle that his work or duties are a mandate, then he will certainly try to carry out this trust in accordance with the duties and authority given to him. Diversion or abuse of the duties and authority entrusted to him indicates that the person is an untrustworthy person. Thus, a school inhabited by trustworthy people will automatically get a culture of life in which everyone adheres to and works according to their duties and authority. , and

this will certainly have a significant impact on the quality of the school. All kinds of programs made by schools will certainly be relatively easier to realize.

#### 4. Fair

One of the important basic principles in the management of Islamic education is fair. According to Abuddinnata justice is a term used to indicate equality or being in the middle of two cases (Abudinnata, 2010). This justice occurs based on reason decisions consulted with religion. Fair is often interpreted as a moderate, objective attitude towards other people in giving punishment, often also interpreted as equality and balance in giving other people's rights without being exaggerated or reduced. Acting fairly is highly recommended in everyday life, even being an indicator of one's piety. The Word of Allah SWT in the Qur'an surahar-Rahman/55:7-9 which means:

*"And Allah has raised the ceiling and He has placed a balance (justice) so that you do not exceed the limit of the balance. And straighten the scales fairly and do not reduce the scales."*

Furthermore, in the Al-Maidah verse 8 of the Koran, Allah SWT also says:

*"O you who believe, you should be those who always uphold (the truth) for the sake of Allah SWT, be witnesses fairly. And don't let your hatred of a people encourage you to act unjustly. Be fair, because it closer to godfearing. And fear Allah SWT. Indeed Allah SWT. All-Knowing of what you do." (QS. Al-Maidah: 8)*

In the context of schooling, justice is often a very sensitive matter and is very prone to causing conflict when injustice does not materialize. Giving salaries/allowances to assigning tasks/authorities and responsibilities are among the parts of school management that have the opportunity to give birth to injustice. Therefore, in the management of Islamic education, justice must be a basic principle that is owned by a leader in it. A school that has fair leaders in it will have a school culture that is conducive to the development of quality in it.

#### 5. Responsibility

In the management principles of Islamic education, responsibility for the mandates assigned is one of the important principles in building positive management. Letting go of responsibility will result in the uncertainty of the program to be achieved. Some of the arguments about the answer can be written as follows:

Allah SWT said: *Meaning: "Allah does not burden a person but according to his ability. He gets the reward (of the good) that he earns and he gets the punishment (of the evil) that he does." (Qs. Al-Baqarah: 286)*

Rasulullah saw said: *"Each of you is a leader and each leader will be held accountable for his leadership." (Al Hadith)*

In the context of schooling, responsible leaders will spearhead the success of the educational program in it. Why not, the entire task, authority and responsibility to achieve the desired program and ideals lies with the leader as the driving force. Therefore, the principle of being responsible for the duties and responsibilities assigned must be one of the basic principles held by every manager.

### 5. The Essence of Islamic Education Management

Ramayulis stated that the essence of management is al-tadbir (arrangement). This word is a derivation of the word dabbara (organize) which is found in the Qur'an as Allah says: It means: "He arranges affairs from heaven to earth, then (affairs) it rises to him in one day whose level is a thousand years according to your calculations." (qs. As prayer rug : 5)

The verse above explains that Allah swt. Is a regulator (manager) of nature. The regularity of this universe is proof of God's greatness in managing this nature. However, because humans have been made caliphs on earth, they must organize and manage the earth as well as possible, just as Allah has arranged the universe. Managerial every human being, both in the general concept, namely being a caliph on earth as in the verse above, as well as in the special concept, namely managing an organization, all of which must ultimately be accounted for before Allah SWT and fellow human beings. Rasulullah SAW. Said which means: "Whoever is a servant who is held accountable by Allah for his leadership when he dies on the day of his death while he is a liar in his leadership, then Allah forbids him from heaven". (HR. Muslim).

The success of the educational process also depends on the pattern of management of educational institutions, as explained by Muhammad Abduh above. Even though nowadays Islamic educational institutions have begun to develop the quality of their education, especially in terms of management, it will still be recognized that this effort is still in the form of patchwork imitation or in other words adopting the model carried out by general educational institutions. This means a feeling of self-esteem that what can be done by general educational institutions can also be done by Islamic educational institutions.

## CONCLUSION

Management of Islamic Education can be interpreted as a process of structuring or managing Islamic educational institutions that involves Muslim human resources and mobilizes them to achieve the goals of Islamic education effectively and efficiently. The elements of Islamic Education Management are Man, Money, Methods, Machine, Material and Market.

The Islamic Education Management Functions are Planning, Organizing, Motivating, Actuating, Controlling. The Basic Principles of Islamic Education Management if applied in the context of schooling can be described as follows: Sincerity, honesty, trustworthiness, fairness and responsibility. The essence of Islamic Education Management is *tadbir*, namely managing, managing organizations, which in the end must be accountable before Allah SWT and fellow human beings.

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