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THE CONCEPT OF MANAGEMENT IN ISLAMIC EDUCATION

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Abstrak

Manajemen merupakan hal yang sangat penting bagi pengembangan pendidikan Islam di masa kini dan yang akan datang, Manajemen sering diartikan sebagai proses perencanaan, mengorganisasi, memimpin dan mengendalikan upaya organisasi dengan segala aspeknya agar tujuan organisasi tercapai secara efektif dan efisien. konsep manajemen dalam pendidikan Islam adalah proses perencanaan, mengorganisasi, memimpin dan mengendalikan pendidikan Islam dengan segala aspeknya agar tujuan pendidikan tercapai secara efektif dan efisien tujuan utama manajemen dalam pendidikan Islam adalah pengembangan sumber daya manusia (*tanmiyatul mawarid basyariyah*), produktifitas (*intajiyah*) dan kepuasan (*irtiyahi*).

Kata kunci: Konsep Manajemen, Pendidikan Islam,

I. Introduction

The question of management education is indeed a very important issue and actual of all time, according to Manuel Mendonca Thursday and Kanungo (1996), Professor of management science, having regretted the manner and attitude of managers and potential managers, his students in Montreal less appreciated values that should be possessed by a leader or Manager.² Because only by human management education will gain knowledge and skills in the capability manage nature that God gave him to us. This statement indicates that education is huge, both in the construction of contribution, welfare and even bring the advancement of a people. Therefore, to measure the progress of a people or nation can be seen how far the level of his education. This is evident in the course of history in the period

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² Azhar Arsyad, "Superioritas Konsep Pendidikan Islam: fungsi dan peranan IAIN." *Makalah Seminar Sehari Dewan Eksekutif Mahasiswa (DEMA)*, (Makassar: IAIN Alauddin , 2003), p. 1

known as the classic period of the advancement of Muslims. In this period on the mark with the emergence of Muslim scholars from different disciplines.³

Education is an attempt to increase the know-how, skills, Islamic education is work done consciously with guide, hone children or learners in order to believe, understand, appreciate and practice the teachings of Islam⁴

With respect to the question above, the author will attempt a discussion of how the concept of management education in Islam and the role of management in educational institutions of Islam.

II. Definition of Management

Management is often defined as a science and profession, tips. Luther Gulick looks at management as a science because management is seen as a field of knowledge is systematically trying to understand why and how people work together⁵. While according to Folet sees it as crucial because management reached targets through ways to set up others to perform tasks.⁶

Viewed as a profession because it is based on management by expertise to achieve a feat of managers, and professionals required by a code of ethics. Although it is likely to lead to a particular focus, the experts are still different views in definition of management and therefore cannot be universally accepted. However, there is consensus that the management concerns the degree of that particular skill. To understand the term management, the approach used here is based on the experience of the Manager. While this approach has limitations, but until now there has been no improvement. The management here is seen as a system which every components showing something to meet your needs. Management is a process while managers associated with the organizational aspects (man – structure – task-technology services) and how to relate aspects of one another, and how to set it up so that it achieved the goal system. In the management processes involved basic

³ Mapaganro Makalah Seminar Regional Badan Eksekutif Mahasiswa Fak. Tarbiyah IAIN Alauddin Makassar dengan tema *Prospek dan Tantangan pendidikan Islam dalam Konteks Ke-Indonesiaan*, (Gedung Serba Guna: 5 Feb 2002), p. 1

⁴ Zakia Darajat, *Pendidikan Islam dalam Keluarga dan Sekolah*, (Jakarta: Ruhama, 1995), p. xi

⁵ Luther Gulick, *Dictionary of Education* (New York: McGraw-Hill Book Company, t.tp), p. 145

⁶ Folet, *Managerial Proses and Organisational Behavior* (Glenview: Scott, ttp), p. 39

functions featured by a Manager/leader, namely: a. the planning b. Organizing c. Leadership (leading) d. Supervision (Controlling).⁷

Management is often defined as the process of planning, organizing, leading and controlling the efforts of the organization with all its aspects in order that the objectives of the Organization are achieved effectively and efficiently. Thoughts about the management began in the year 5,000 BC in Egypt. At that time people wear a written record for the trade and the Government. At 3.00 3.00 M BC – Roman utilizing effective communication and centralized control for effectiveness and efficiency. Year 1500 M Machiaveli utilization guidelines to make power. The year 1776 M Adam Smith stated that the Division of labor the point key business entities.⁸

Then 1841-1925 Henry Fayol suggested the importance of the administration. According to the author the usual management as a science if his theories are able to determine with clarity that gives the manager what to do in certain situations and allow them to foresee the consequences of actions. According to Mary Parker Follett management as an art to conduct the work through people. This definition need to get noticed because it is based on fact, the management objectives of the organization by setting up others. As for the interpretation of the education varies according to the experts. The difference is none other is just on point of view. Among them there are defining connotation with the terms of language, being, and the essence of human life in this world, and some are viewed in terms of the process of activities conducted in the Organization of the education. But all opinions converge in the view that education is a process of preparing the younger generation to run life and to meet life goals effectively and efficiently. Therefore, education truly is the physical exercise, mental, and moral for the individuals that they may be cultured human. So it is able to fulfill his duty as a human being and become a useful citizen. This is what seems to be the view of the majority is held by leading education experts throughout the ages. John Dewey, for example posited; that

⁷ Nanang Fattah, *Landasan Manajemen Pendidikan* (Cet. V; Bandung: PT. Remaja Rosdakarya, 2001), p. 2

⁸ Adam Smith, *Management System Analysis and Application* (Cet. I; Japan: Holt Saunders International, 1982), p 29

education is a process of formation of the prowess of fundamental, intellectually and emotionally, to the natural direction of our fellow human beings.⁹

Mohammad Nasir stated that education is the physical and spiritual guidance that leads to perfection and completeness of the meaning of humanity with meaning behold.¹⁰ The notion is almost the same with the understanding, published by Ahmad d. Marimba, that education is a conscious guidance by the educators against physical and spiritual development of the educated towards the formation of a personality.¹¹

Education experts' view from some of the above, it is clear that education is a process of learning and adjustment of individuals continuously against the cultural values and ideals of the community. From the sense of the above authors can conclude that Islamic education management is the process of planning, organizing, leading and controlling the Islamic education with all its aspects so that the educational objectives are achieved effectively and efficiently the main purpose of management education, according to Shrode and Voich the main purpose of management is productivity and satisfaction.¹² It is possible that this aim is not even a single plural, such as increased quality of education/output, gain/profit is high, the fulfillment of the chance of work, regional development/national social responsibility. These goals are determined based on the structuring and the study of the situation and condition of the Organization, such as the strengths and weaknesses, opportunities and threats. If productivity is the goal it is necessary to grasp the meaning of productivity itself.

Sutermeister confine productivity as a measure of the quantity and quality performance by considering the benefit of resources. Productivity itself influenced the development of materials, technology, and human performance. Understanding the concept of productivity developed from a technical sense up to behavior. Productivity in the technical sense refers to the degree of effectiveness, efficiency in resource use. Whereas in terms of behavior, productivity is a mental attitude that continually seeks to continue to develop.

⁹ Khursyid Ahmad, *Prinsip-prinsip Pendidikan Islam*, Terj., M. Hashem Bandung, 1958, p.9

¹⁰ Muhammad Natsir, *Capita Selecta (Bandung : Gravenhage, 1954)*, p.87

¹¹ Nglim Purwanto, ..., p. 59

¹² Shrode A. William, *Organization and Management Basic System Concepts* (Malaysia: Irwin Book, t.tp), p. 132

Each type of knowledge including knowledge management has specific characteristics about what (ontology), how (an) and for what (axiology) the compiled knowledge management. All three are related to each other (System). Based on a foundation ontology and axiology, how to develop an appropriate Foundation. The main problems faced by each an essentially how to get correct knowledge taking into account aspects of ontology and axiology. Thus also the case with the issues facing the epistemology, i.e., how to put together the right knowledge to a problem concerning the empirical world that will be used as a tool to predict and control events or symptoms appear.

III. The Concept Management in Islamic Education

In knowledge management, philosophy in fact provides a set of knowledge for effective thinking in solving management problems. This is the nature of management as a discipline in tackling the problem of organization based on scientific approach. For a manager need to knowledge of the truth, the assumption that management has been recognized, and the values that have been determined. In the end all that will provide satisfaction in doing systematic approach in managerial practice.

Management in Islamic education is roles or help explain the behavior of organizations related to motivation, productivity, and satisfaction. The characteristics of management theory in the outline can be expressed: 1) refers to the empirical experience, 2) the existence of a link between one theories with another theory 3) Acknowledging the possibility of rejection.

In the management process management functions described in General shown into the Organization and began to be known as the classical management theory. According to the classical theory of the pillars of classical management consists of three pillars, namely: the Division of labor, the structure, the span of control. But many experts say that management do not have the standard theory, but as an approach. Therefore the theory is often described as the management approaches are classical, neoclassical and modern approach. One of the classical theory which belongs to the most ancient of scientific management was pioneered by Henry Fayol. Belongs to this classic theory of IE; about time and motion studies, administration, and bureaucracy. While the neoclassical theory is often associated with behavioral

approaches, namely, the theory of human needs theory of personality and subsequent organization of modern IE theories; the leadership is situational, and relationship parts in the system and the environment. Management has the basic principles in the practice of education, among others: a. Determine ways/methods of work b. Election workers and the development of his craft. c. election of the procedure work. d. Determining boundaries of bare tasks e. Prepare and make the task of specification f. Conducting education and training g. specify the system that produces.¹³

All of it is intended to increase the effectiveness, efficiency and productivity of education. Many resource management involved in the organization or institution including educational institutions, among others: human, infrastructure, cost, technology and information. However the most important resource in the education is human resources. How managers provide energy, creativity, talent and his passion for the organization. Because the most important tasks of a Manager is selecting, placing, and train and develop human resources. The issue of human resources development has a positive relationship with the Organization's growth, productivity and job satisfaction, strength and professionalism of managers. Human resources according to the author contained aspects: the competencies, skills, abilities, attitudes, behavior, motivation, and commitment. In education, types of resources based on the scope of its involvement into the Organization of education classified into HR education in the school of education and human resources beyond the school. When viewed in terms of duty, distinguished according to technical personnel, administrative personnel and support personnel. Next in PP 38/1992 of produce educators asserted the issue has become, educators (tutors, teachers, coaches), management, supervisors, technicians report, learning resources, researchers and testers.

The question of educational the construction of the power is a staple in the construction of the work ethic. Work ethic is a mental for attitude to produce good work, good high-quality goods or services. Work ethic is influenced by attitudes, views, ways, and work habits on a person, a group or a nation. The construction of this work ethic is part of the construction of the corporate values, and this problem in education is not enough. On the development of quality Human Resources is the

¹³ Shrode A. William, *Organization and Management Basic Syestem Comcepts*, p.132

most widely performed coaching skills to do something real like sewing, computer skills, accounting, and so on. But forming the desire how to do jobs that are less well cared for. Surely this can be realized if the ability produce something of quality that's supported by work ethic, high motivation to Excel. How can I promote the work ethic? One of those efforts by creating a work atmosphere which accompany the employee/teacher behavior toward more productive directly changing the attitudes, expectations and views of skill/expertise more effectively which is now in accordance with the demands of the times. And this challenges managers/educational leadership.

IV. Conclusion

Of exposure above the authors can conclude that:

1. Management in Islamic education is the process of planning, organizing, leading and controlling the Islamic education with all its aspects so that the educational objectives are achieved effectively and efficient
2. Management roles or help explain the behavior of organizations related to motivation, productivity (*intajiyah*), and satisfaction (*irtiyahi*). Management also has the basic principles in the practice of education include: Determining how to/working methods, Election workers and the development of expertise, selection of procedure work, Determining the limits of bares tasks, prepare and make specification tasks, Doing education and exercise and Determine the systems yielded.

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