

Management of Teacher Performance Improvement in Islamic Boarding Schools

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Abstract: The general purpose of this study is to describe the management of teacher performance improvement. The specific objective is to describe the resolution of the problems identified in 1) Teacher Performance Improvement Plan, 2) Teacher Performance Improvement Management, 3) Teacher Performance Improvement Management Monitoring and Evaluation, and 4) Teacher Performance Improvement Management. This research method is a qualitative descriptive research method, and the data collection methods are interviews, observation and recording. Study participants included a principal and a teacher. The results show that it is effective for management to plan, monitor, and evaluate teacher performance improvements.

Keywords: Manager of teacher performance improvement

education is a process that develops the ability to become intelligent human beings who are able to face the life of society, nation and nation. Education includes teachers, students and the educational environment, Asfiati (2019: 45). Students, teachers and the educational environment all affect the quality of education. Improving the quality of education in Indonesia aims to improve the quality of Indonesian people as a whole through thinking, feeling and practicing so that they are able to face global challenges. Sayfaruddin (2015: 9) To optimize the achievement of the goals of the national education system, the responsibilities and duties of each education provider must be optimized.

According to Article 8 of 14, teachers must have an academic background, skills, educational certificates, physical and spiritual health, and the ability to achieve national education goals. The law requires teachers to have a proven ability to perform their duties. Educational goals are achieved by having a legal qualification. Teachers must be academically competent, have good communication skills with students, be creative and productive, have a high work ethic and a high commitment to their profession, and are committed to continuous personal development. In fact, we are faced with a situation where many teachers do not teach according to their academic background, lack of teacher discipline, and many teachers do not carry out their duties properly. With this in mind, researchers are interested in conducting a performance management study to improve teacher performance in madrasah.

Management is the science of managing resources effectively by planning, organizing, executing, and controlling activities to achieve goals. On the other hand, teacher performance includes teacher outcomes, development, and learning performance, including planning, implementing and evaluating learning outcomes, teaching and mentoring students, and teacher commitment to task completion (Leela Tusada, 2015: 24). Teacher performance is one of the benchmarks for the success of Islamic schools. Good teacher performance leads to an optimal learning process and the achievement of educational goals (Slemato, 2017:18). The teacher's evaluation will observe everyday situations and situations. Performance evaluation can be seen along with the activities carried out and the quality of work (Hamzah, 2021: 65).

The following seven indicators indicate that the teacher is not doing enough to complete the task: Lack of understanding of learning strategies, bad class management, They still lack the ability to conduct and use behavioral research in the classroom, low motivation for success, lack of discipline, low professional commitment, poor time management skills.

Etymologically or linguistically, management comes from English management (именка), verbal management which means controlling, regulating, managing, managing. In Old French, management means the art of execution and management (styantul Hasna, 2018: 58). From its etymology, or management language, it can be concluded that management language is an activity that seeks to manage, organize and manage existing resources to achieve its goals effectively and efficiently.

According to the Big Indonesian Dictionary (KBBI), it streamlines the use of resources to achieve its goals. Another definition of management is the art and science of planning and organizing, preparing, managing, and supervising human resources, especially natural resources, to achieve predetermined goals (Ahmed Zubair, 2017:11). According to Sefiana (2020), management is a science or art to achieve, organize, implement, and control something by using the resources available to others to achieve a goal.

Education Management Principles

Educational management principles are guidelines or guidelines for conducting business activities that determine the success or failure of educational institutions such as schools. Four important aspects of applying the principles of educational management to achieve the objectives, the topics or people involved, the work done, and the values that apply to the organization/institution. Angkoswara and Komaria are used as guidelines and principles developed by schools to achieve the desired goals or objectives, including: Participation of all employees, Carry out various activities clearly, activity responsibilities, professionalism; Implement various work plans according to abilities and capabilities Future-oriented thinking with a clear direction for the direction to be achieved (vision, mission), sharing rights; In some cases, leadership is entrusted to subordinates, Management officer, 1-6 estuary points. Hermisola (2021: 20-30).

Functions of Islamic Education Management

The role of Islamic education management is very important to achieve the goals of Islamic education effectively and efficiently and to achieve results that achieve the dreams and goals of Islamic educational institutions. Although experts differ in developing their management processes, there are some key similarities which include four management roles that should be considered: Islamic Education Plan, Islamic Education Organization, Islamic Education Delivery, and Islamic Education Implementation Islamic Education Supervision (Bessie Ruhaya, 2014: 4).

Planning (planning) Islamic education is a decision-making process, so that its implementation can run smoothly and systematically and do not overlap by choosing several alternatives related to future goals and strategies to achieve the desired educational goals. without defaults. Planning is a thought process. The ability of an individual to inspire (external) Islamic studies and develop passion, activity and understanding so that others can support the work assigned to them and voluntarily achieve the goals of an Islamic educational organization or institution. Observation (control), supervision of Islamic teachings is an effort to ensure the activities carried out and carried out. An overview of all the goals facing an educational institution is the most important management element in achieving them.

Madrasa Teacher Performance Management

Performance management in religious schools/schools is closely related to the responsibility of schools/principals to maintain continuous communication by collaborating with all faculties and staff in performance planning, continuous performance communication and performance evaluation (Rizuki Amalia Putri, 2014: 5).

Manajemen kinerja guru merupakan kegiatan yang harus dilakukan melalui perencanaan, pembinaan kinerja, evaluasi kinerja, dan proses lainnya bagi guru dan staf yang hadir dalam suatu organisasi. Dampak terhadap Kinerja Unit Penggunaan dan pengembangan kinerja guru yang tepat

di sekolah agama atau ruang kelas sangat penting untuk meningkatkan kemampuan sekolah dalam mencapai tujuan. Mengingat manfaat manajemen kinerja guru yang sangat besar, penelitian tentang penerapan manajemen kinerja guru harus terus dilakukan.

The results of teaching high-quality teaching activities. In this study, teacher performance is related to the performance of teaching tasks, and there are four categories (1) performance in lesson plans, (2) performance in learning implementation, (3) performance in learning evaluation, and (4) learning evaluation consisting of several indicators. study results.) educational outcomes, professional development. The different aspects of the four indicators are used as a minimum parameter of teacher performance in this study (Naya Codyza, 2013: 3). Low performance means that educational goals are not being achieved. As teachers, teachers are the most important part in providing education, so improving performance is very important for the quality of education. Good results can only be achieved through good management.

METHODS

This study uses qualitative research with descriptive methods in which a form of research aimed at describing or describing existing phenomena, both natural phenomena and human engineering. (Moleong, 2008:17). As for the data collection techniques in the research that the author uses are observation techniques.

The type of interview used in this study is a structured interview, and the research tool is designed in the form of a questionnaire for data collection during interviews, and the research conducted is a qualitative phenomenological study. Data from a study is a supporting document for research. In addition to documentation, researchers conducted interviews and observations in religious school classrooms. Data analysis was also carried out through simplification, presentation, and drawing conclusions.

Appropriate supervisory efforts, triangulation, peer review, and discussion with members were carried out and investigated to clarify the validity of the data. The research was conducted in November 2021. The research conducted was phenomenological qualitative research. Data from a study is a supporting document for research. In addition to documentation, researchers conducted interviews and observations in religious school classrooms. Furthermore, data analysis was carried out through simplification, presentation and drawing conclusions. Observer observation, triangulation, peer testing, discussion, and analysis were carried out for data validation. Data analysis is done through simplification, presentation and drawing conclusions. Observer observation, triangulation, peer testing, discussion, and analysis were carried out for data validation. Data analysis is done through simplification, presentation and drawing conclusions. Observer observation, triangulation, discussion, and analysis were carried out for data validation.

RESULTS AND DISCUSSION

Management of Teacher Performance Improvement at the Ar-Raudlatul Hasanah Islamic Boarding School Medan

Improving teacher performance is critical to improving the quality of learning, which leads to improved performance that focuses on resource management, core business, and support processes. The most important influences in this area are training and facilitation of work teams, quality control, low customer satisfaction, and very long work chains (Bob, 2007).

Because organizational performance is more dependent on human factors, then in measuring organizational performance it must be measured by human performance at work (Ardial, 2017). Then, following Agus Dharma (1991: 105), Ardial (2017) in his book *Management of Achievements* states that employee success is what employees achieve, work performance is what employees see, and efficiency of use is associated with office equipment. Further explanation. As mentioned in Anwar Prabhu Mangkunegara (2005: 9) Ardial (2017), employee performance (task performance) is the result of the

quality and quantity of work performed by an employee in completing a given task. Individual employee performance is strongly influenced by the individual's internal and external factors, especially complex factors. Factors that affect individual performance include: Personal factors and work environment factors. As mentioned in the letter Nisa 'Allah SWT' in verse 124 SWT said:

وَمَنْ يَعْمَلْ مِنَ الصَّالِحَاتِ مِنْ ذَكَرٍ أَوْ أُنْثَىٰ وَهُوَ مُؤْمِنٌ فَأُولَٰئِكَ يَدْخُلُونَ الْجَنَّةَ وَلَا يُظْلَمُونَ نَبِيْرًا

Meaning: "Whoever does good in religion, male or female, will enter the kingdom of heaven and will not be persecuted (Surah An Nisa: 124).

A good deed described in a verse is an act or statement made based on the intention or motive to gain the pleasure of Allah. Usually, both men and women seek the pleasure of Allah, and the reward is eternal paradise. Using performance improvement planning (personal development) to manage the process, from approval to change to how it works, providing a robust system for change and influencing change, so people master it is important. In addition to teaching, performance improvement planning (personal development) involves determining what to do at the time of change and negotiating agreements between managers and employees to achieve performance levels. An important aspect is the learning that the trainer can target to achieve. The focus is on formal education as a forum for performance improvement activities. Training is just one of the ways employees learn to improve and improve their performance. This is not the only way to improve performance through training such as job rotations, transfers, job projects, planned upgrades, and new job placements. Management as the science and technology of management in the process of using human resources and other resources effectively to achieve certain goals. From this it can be concluded that management is the art and science of planning and organizing, preparing personnel, managing and monitoring human and natural resources. In particular, natural resources are intended to achieve certain goals. To achieve certain goals, every organization always needs management. Without management, all efforts will be in vain and goals will be difficult to achieve. Teacher performance is a perspective on the performance of a teacher in terms of work quality, responsibility, honesty, cooperation and initiative.

Teacher salaries have a significant effect on job satisfaction, work motivation, and work performance. Without a doubt, all efforts are in vain and goals are difficult to achieve. Teacher performance is a perspective on performance, cooperation and initiative. Teacher salaries have a significant effect on job satisfaction, work motivation, and work performance. Without a doubt, all efforts are in vain and goals are difficult to achieve. Teacher performance is a perspective on the performance of a teacher in terms of work quality, responsibility, honesty, cooperation and initiative. Teacher salaries have a significant effect on job satisfaction, work motivation, and work performance.

Based on observations and interviews related to the management of teacher performance improvement, madrasa leaders plan to improve teacher performance related to quality improvement through such things as supervision, teacher counseling (MGMP), education and socialization of human resources at the Ar-Raudlatul Hasanah Islamic Boarding School Medan.

Academic supervision is a form of supervision or supervision whose authority is led by supervisors and teachers who take the initiative and are responsible for fostering a learning culture among teachers to improve the quality of learning and increase competence. The purpose of supervision is to develop teacher professionalism in learning, understanding of classroom life, skills and quality management, and to develop relevant motivation of teachers.

The Ar-Raudlatul Hasanah Islamic Boarding School Medan is led by the Head of the Islamic Boarding School, and the Deputy Director for Academic Affairs of the Islamic Boarding School, who supervises once a semester, usually in odd semesters.

Under his supervision, the Madrasah Supervisor will have an assessment form for the learning process, teacher learning materials and class structure. By applying this management concept, madrasa leaders can identify weaknesses and strengths in the learning process that takes place in the classroom and will be a source for evaluating teacher performance at the Roudlatul Hasnah Islamic boarding school Medan.

The last MGMP implementation was carried out in August 2020 by inviting teachers from the Medan Ar-Raudlatul Hasanah Islamic Boarding School (KKM) Working Group with resource persons from the Padangsidempuan City Ministry of Religion Office. The implementation of the MGMP aims to improve the knowledge, quality, and qualifications of educators at the Ar-Raudlatul Hasanah Islamic Boarding School Medan. The implementation of the 2020 MGMP discusses the Decree of the Minister of Religion (KMA) Number 183 of 2019 concerning the Islamic Education Curriculum and Arabic Language in Madrasahs. In improving performance, teachers attended the last training held at the Ar-Raudlatul Hasanah Islamic Boarding School in Medan. offered the opportunity for six teachers to participate in the training. The training lasted for 6 days. Continuous interaction and meetings with teachers and teaching staff in Medan.

Full-time teacher socialization and the SIEka application, an application that reports teacher performance. Prepare daily performance reports and submit it to the deputy manager at the end of every month the Ar-Roudlatul Hasnah Medan Islamic boarding school reports to the Principal to be able to assess and find out the teacher's performance at the Ar-Raudlatul Hasanah Islamic Boarding School Medan and a meeting will be held as a follow-up to the results of the performance of the educators and pesantren education Ar-Raudlatul Hasanah Medan.

CONCLUSIONS

Through planning, organizing, implementing, and controlling activities to achieve a predetermined goal in an institution. Teacher performance management is an activity carried out by activities to achieve the goals that have been set by an institution. Teacher performance management is an activity carried out by teachers after entering an educational institution and through processes such as staff planning, performance counseling, and performance evaluation. Teacher performance management determines teacher performance that affects the performance of educational units or seminary schools, and the use and development of appropriate teacher performance is very important to improve the ability to achieve school goals. routine activities such as monitoring, MGMP and socialization. The performance of faculty and staff is regularly reviewed through monthly reports.

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