Organization Culture in Enhancing The Quality

of Islamic Education Management

Risman Mukhtar

buyarismanmui@gmail.com

ABSTRACT

Education is essentially a process that is carried out consciously planned towards the formation of a whole human being physically and mentally in the perspective of humans as the most perfect plenary creatures that have been created by Allah on the surface of the earth who has the task of being servant and at the same time as a caliph who is given trust to manage, utilize and maintain the earth with all the potential and natural resources that exist on that earth. To improve the quality of results from an educational process, serious efforts and strategic steps are needed to improve the quality of Islamic education management by building an organizational culture that must become the mindset of education stakeholders, that good governance must be managed and carried out while still holding to organizational principles. starting from the process of planning, organizing, implementing and supervising, in which all supporting dimensions for achieving the maximum educational goals must be standardized which henceforth will become parameters for measuring the achievement of the targets and goals set.

Keywords: Education, Organizational Culture and Management.

Abstrak

Pendidikan pada hakikatnya adalah sebuah proses yang dilakukan secara sadar terencana menuju terbentuknya manusia seutuhnya lahir dan batin dalam perspektif manusia sebagai makhluk paripurna yang paling sempurna yang telah diciptakan oleh Allah SWT di permukaan bumi yang mendapat tugas sebagai abdun (hamba) dan sekaligus sebagai khalifah yang diberikan kepercayaan untuk mengelola, memanfaatkan dan memelihara bumi dengan segala potensi dan sumber daya alam yang ada di bumi itu. Untuk meningkatkan kualitas hasil dari sebuah proses pendidikan diperlukan upaya serius dan langkah-langkah strategis untuk meningkatkan kualitas manajemen pendidikan Islam dengan membangun budaya organisasi yang harus menjadi mindset stakeholder pendidikan, bahwa sebuah tata kelola yang baik haruslah diurus dan dikerjakan dengan tetap memegang prinsip-prinsip berorganisasi mulai dari proses perencanaan, pengorganisasian, pelaksanaan dan pengawasan, di mana semua dimensi pendukung tercapainya tujuan pendidikan secara maksimal harus terstandarisai yang untuk selanjutnya akan menjadi parameter untuk mengukur ketercapaian target dan tujuan yang ditetapkan.

Kata kunci: Pendidikan, Budaya organisasi dan Manajemen.

Introduction

Organization is a necessity in life, not one human being is created in the world, able to meet his needs alone, all individual needs are obtained by working together and interacting with other individuals. All need each other and complement one another. Likewise in work, no human being is able to work alone, without other people, all work hand in hand and work together to produce meaningful work. The quality of the work produced depends on the quality of cooperation between individuals in a job being done.

In a theological perspective, sunnatullah organization, has been outlined and determined by God for humans to always cooperate and interact with each other. Allah expressed in the revelation: [1]

"*O humanity! Indeed, We created you from a male and a female, and made you into peoples and tribes so that you may ˹get to˺ know one another. Surely the most noble of you in the sight of Allah is the most righteous among you. Allah is truly All-Knowing, All-Aware*" [2]

Individuals, families, tribes, nations, are communities and social entities that become a marker among you, in carrying out various matters for the benefit and welfare of life, the best individual is a person who is pious, always takes care of himself in carrying out life to always carry out rules and regulations of Allah. He always carries out Allah's law and ensures himself to have a special relationship with Allah in the form of mahdah worship. Carry out interactions and transactions based on the provisions and teachings of Allah. [3]

Individual cooperation is framed in universal rules and specific rules. Universal rules in the form of ethics and norms that apply in general, namely openness, mutual trust, intra-personal communication, sportsmanship in carrying out various affairs and activities. Specific rules, rules that have been made and formulated together in order to maintain the dynamics and harmonization of all components within the intended scope of the organization. [4]

Individual habits, which are embodied in community habits, are eventually transformed into community habits, so that they become entities in social life. Entities that are already attached to the organization, so that in the end it becomes the culture of the organization. A positive organizational culture is a culture in the form of transparency, a culture of meritocracy, a culture of corporations, a culture of justice and a culture of quality. [5]

A good organization, of course, has correct and accurate governance, correct and accurate management depends on the existing managerial within the intended organization. Management is developed in an organizational structure, which describes the distribution of authority, the distribution of functions and tasks, the distribution of job, so that it runs like a system in the human body. Arrangement of work for each structure that has been compiled, and control of work by the leader as well as monitoring and evaluation of the course of work carried out by each division which is arranged in the form of WPOS (Work Procedure Organizational Structure) of an institution or institution). [6] The quality of the management contained in the organization is determined by the implementation of the correct organizational culture. So that it is impossible for an organization to have a good and correct arrangement, without being able to develop a linear, better and organized organizational culture so that it reaches the point of perfection.

Perfection in management is a measure in determining the achievement of the quality of management of an institution. Quality institutional management, namely, the creation of work structures and procedures that work with a system that has been rolling, runs naturally with the pulse of organizational culture. Organizational culture in this case is the driving force for the emergence of quality management in an institution.[7] Management quality can be seen from good service to customers, where the services provided by the entire management crew result in customer satisfaction, so that quality management can be seen from the best service provided to its customers, in this case it can be called management with excellent service. services that prioritize customer satisfaction.

Educational Institutions are part of institutions that must implement quality management, prioritize satisfaction-based services to all their customers,

students, students, parents, partners, and all stake holders, so that they get excellent service. For this reason, it is necessary to develop an organizational culture, a culture of quality, a culture of service to all education management crews, starting from education leaders, educational staff and educators who are involved in educational institutions. This short article attempts to elaborate on the role of organizational culture in improving the quality of education management, as part of a novelty to be published for contributions to scientific activities.

Theoretical Framework

Organizational Culture is formed because of the interrelationships between various parties within the organization that interact with each other on a regular basis. According to West and Turner, culture is formed as a result of a series of routine activities in the form of length of service, organizational identity, and other activities carried out by all members of the organization aiming to improve the performance of its members, including better leaders. [5] The formation of organizational culture occurs not only because of routine activities, but also because members of the organization try to create, maintain a shared feeling about the reality of the organization, for a better understanding of the values of an organization. The culture within the organization can vary so that the interpretation of actions within this culture also varies. Culture itself means as a result of human action, which has been practiced continuously for life.

Robins defined the organizational culture is as a system of values and beliefs of members that interact with members, organizational structure and control system to produce behavioral norms. [8] Organizational or corporate culture is very persuasive and influences almost all aspects of organizational life. Likewise, organizational culture can blunt or deflect the impact of carefully planned organizational changes. Jamaluddin stated that organizational culture is a system of shared meaning adopted by an organization, which distinguishes one organization from another. [9]

A system of shared meaning contains values, norms, customs, behaviors, attitudes that are understood together and become a shared commitment to work and act in facing organizational challenges both internally and externally.

With an agreed shared meaning system, it is expected that the organization can survive. [10] Apart from being an immune system, it is this system of shared meaning that differentiates one organization from another. Organizational culture becomes the glue between organizational members. Basically, humans tend to group with those who have the same values, norms, customs, beliefs, and other assumptions. [11] These similarities bring different individuals to collaborate in achieving organizational goals. If togetherness is lost, the impact is the division or even the destruction of the organization.

Organizational culture is manifested in real terms in the form of work enthusiasm, work ethic, performance and performance that give an entity to an organization that is being looked at and glimpsed by the public. [12] Organization with transparent performance, high performance index, fair and transparent organization. [13]

Organizational culture is a certain image that is owned by the organization as a result of personal interactions who are members of the organization. Personal interaction within an organization certainly requires space and a vehicle that unfolds in the form of regulation and restoration that is served by the leadership of the organization. So that we can see with the naked eye, that organizational culture embodied in an organization cannot be separated from the role of organizational leaders. Organizational leaders develop and run the managerial system (governance) of an organization. Good and correct leadership will produce good and correct organizational management (governance), resulting in a strong organizational culture to advance organizational management.

Management is often found to mean the process when a group of people work together directing other people to work towards the same goal. [14] Management has also often been found to mean the process of working with and through others to achieve organizational goals effectively and efficiently using limited resources in a changing environment. [14] Management is also stated to include activities carried out by one or more people to coordinate activities carried out by other people and to achieve goals that cannot be achieved by one person. [15]

From some of the definitions above, it can be concluded that management is the process of planning, organizing, directing, and controlling activities to achieve organizational goals effectively and efficiently by using organizational resources. Management packs the desire to come true, management tries to equalize the work plans of all components to accelerate the presence of organizational goals in hand. The speed at which management presents organizational goals depends on the quality of the management, so management needs to be managed as well as possible so that it has the best quality.

The quality of a management can be seen from the effectiveness of work by all members involved in management, the symphony runs well between members or personnel involved in management, accelerating to achieve goals with the stages of achievements produced by management. The quality of management in question will be realized in real terms if the organizational culture is embedded in the body of management. Organizational culture is embedded and attached to every member of management with continuous management and coaching carried out by the leadership. A strong organizational culture, embedded and rooted in members, can make an organization established, strong and well-established, so that it no longer relies on leadership, but leadership adapts to the organizational culture that has been rooted.

Education as a process of transforming values, science, technology, art, and culture to students, needs to be done by serving, entertaining, serving, and serving for the satisfaction, pleasure, and enjoyment of students, students and students for the services provided by educational institutions. [16] Providing the best service to students requires strong, tough, systemic, integrated management by coordinating and synergizing all management members so that they work fully, optimally, measurably and recorded for the satisfaction of students, students and students. [15]

Education management needs to be built from planning in the form of institutional arrangement, preparation of organizational vision, mission, goals and strategies, preparation of regulations, development of organizational structures and work procedures (WPOS), and appointment of human resources

to fill WPOS within the organization in a legal and formal manner in the provisions leader. [17] Carry out all the plans that have been prepared by carrying out leadership, managerial and administrative tasks in an organized organizational system unit, structured as a form of service to customers based on satisfaction. [18] The wheels of the organization run in lines of command and coordination lines between system components that run continuously to create effective service to customers to achieve the vision and mission of educational institutions.[19] The movements and steps of each unit and component in organizations, institutions and educational institutions are continuously supervised, monitored and evaluated as a form of commitment to quality, quality as part of the organizational culture.

Organizational culture is a colossal power, as a giant potential that exists within the organization to provide the best performance for the organization if it is managed by the organization's leaders on an ongoing basis from generation to generation. The leadership's legacy to the organization is the organizational culture. A good leader is a leader who leaves organizational culture to members, congregations, staff and officials within the organization. So that with an organizational culture, main performance will be built, giving satisfaction to customers, giving satisfaction to staff, giving satisfaction to officials and giving satisfaction to leaders, including the top leadership.

Organizational culture in educational institutions will contribute positively to the arrangement of school management. Good, quality school management will produce excellent service, the best service that gives satisfaction to students, students, students, and all stake holders, so that the institution quickly develops into a large educational institution and spreads to various places, providing increased welfare to all. members of management and provide welfare to the nation's children.

Islamic educational institutions, of course educational institutions that are committed to carrying out Islamic vision and mission, strive to elaborate Islamic doctrines in social, social and technological life, so that Islamic teachings are not just messages from heaven that are not touched by earth, but grounded messages from heaven for the benefit of all life. God's creatures on earth. Theological, ontological, epistemological and axiological teachings of

Islam, the ultimate truth, which does not need to be doubted, so that with a strong, intact and resilient commitment it will become a superior, trusted and victorious educational institution, able to compete with other educational institutions, which is much needed in Islamic educational institutions is the application of these Islamic teachings in a perfect, thorough, comprehensive, do not be partial, do not be half-hearted and do not be shy. Islamic doctrine which is inherent in organizational culture in Islamic education, is an Islamic ethos which is a powerful force in advancing Islamic education institutions with strong, resilient and sustainable quality management.

Discussion

From the results of studies that have been carried out in depth, using library research, study literacy, comparison concept methods, it is found that organizational culture is a great strength, the big of energy that is built from leadership legacy, the legacy of leadership in an organization, institutions and institutions on an ongoing basis, sustainable, which has become an entity of the community. Organizational culture manifests itself in the form of quality management in the form of meritocracy (placement based on competence), transparency (open to audit by the authorities), cooperation, (working together), trust (trusted by the community), liberation (freedom of opinion), democracy, this will provide tremendous power in providing services to customers to reach the point of satisfaction.

This can be drawn as follows:
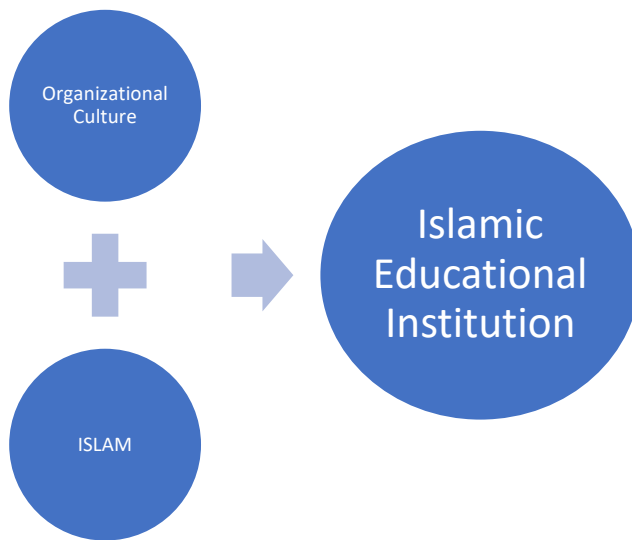
PICTURE I
Islam Contribution and Organizational Structure

From the picture above it can be seen that organizational culture and Islam are the main forces in improving the quality of Islamic education management. Islam is a religion revealed by Allah to humans as Allah's guidance to humans for the salvation of life in this world and the hereafter, the truth is essential, depending on humans to apply it. The application of Islam in a kaffah, comprehensive, totality manner, will provide culture to the organization to become an organization that breathes Islam, so that with that it makes Islamic educational institutions become superior, best and progressive education of all time.

Strategic steps that need to be taken based on management principles and implementation of organizational culture towards realizing quality education that meets educational standards, include: (1) accredited educational institutions, both institutions from education provider organizations, as well as educational implementing institutions such as schools and colleges; (2) the availability of educational staff who have methodological qualifications and scientific competence; (3) students have normative quality standards set, due to the student factor as one of the important inputs for achieving quality educational outcomes; (4) teaching materials in the form of curriculum and

syllabus that are integrated and oriented to the educational goals and objectives to be achieved; (5) evaluation system that is able to measure the level of achievement of students objectively; (6) facilities and infrastructure as well as educational facilities that can support the implementation of the learning process as planned; (7) eco school and educational atmosphere that supports a safe and comfortable learning process. Can be described as follows:
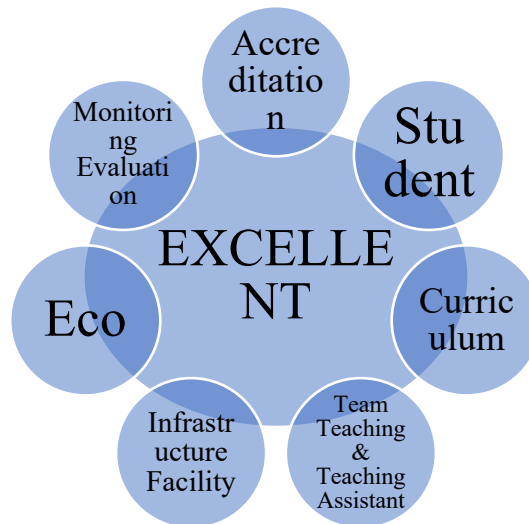
PICTURE II
Strategic Step on Islamic Education Management

Conclusion

From the results of the study, research, discussion, the researchers concluded that a high commitment to implementing Islam in the management of Islamic Education in a thorough, comprehensive, totality manner, would make Islamic education a superior, best, progressive education throughout history.

With these conclusions, the researchers suggest, first, to increase the number of workshops, Forum Group Discussion (FGD) to obtain a formulation of the application of Islamic teachings in the management of Islamic education. Second, develop role models for Islamic educational institutions that have been proven in the course of history, in this case, please choose one of the Muhammadiyah educational institutions that have been accredited to be superior. Third, suggesting to all Islamic educational institutions to conduct

self-evaluation in the context of applying kaffah Islamic teachings in ongoing education management, if not already kaffah, to self-evaluate so that the institution becomes truly superior, excellent, best and progressive education.

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