

The Development of Management Education in 4.0 Era in Islamic School, West Java

**Muhammad Ihsan Dacholfany, I Wayan Subaker, Bambang Ismaya, Suhardi
Ratih Kusumastuti**

Universitas Muhammadiyah Metro
IKIP Saraswati
Universitas Singaperbangsa Karawang
Institut Agama Islam Daar Al Uluum (IAIDU)
Universitas Jambi

*correspondence: muhammadihsandacholfany@gmail.com

ABSTRACT

Education is one of the aspects that is favoured in advancing the country. In this case, education must be able to adjust its role along with the times. In this 4.0 era, every school community, teachers, lecturers, students and others can actively access and find learning resources. This research uses qualitative methods with data collection techniques through observation, interviews and documentation. The results of data collection are one of the obstacles in terms of the development of education management, including less qualified human resources and a stable internet network that can support accessing existing learning resources so that the impact is in the form of learning access sources on the internet that are still not many, and also welfare to teachers or educators and employees in schools. In addition, adequate equipment such as computers is also needed in education management to gain comprehensive access, both in accessing learning materials and gaining access to every question to carry out teaching and learning activities.

Keywords: Education, Management, Development

A. INTRODUCTION

Education is essential things in developing knowledge for Indonesian citizens. The progress of the nation and state can result from many factors, one of which is the progress of education. Therefore, education is vital for Indonesian citizens, especially the nation's next generation, to advance the nation. In his research, Lukitasari (2017) explains that all Indonesian citizens must enjoy and feel education without exception. The Law of the Republic of Indonesia No. 20 of 2003 stipulates that all children, regardless of their circumstances, are entitled to appropriate education guarantees (Lukitasari et al., 2017).

The function and purpose of national education, according to the National Education System Law of 2003, is to educate the nation's life and build all Indonesians who are faithful, devoted to God Almighty, have a noble character, can add insight and skills, physical and spiritual health, have a steady and independent personality, a sense of social and national responsibility. The nature of the function and purpose of education, namely developing abilities and forming a distinctive character and national civilization, should provide adequate enlightenment that education must have a good impact on students. Education as a means of character building implies that education must be directed at shaping the character of learners. Student character building is significant and must be done continuously because the character is essential in ensuring that humans achieve their life goals well and safely. Personality plays a vital role in determining human attitudes and behavior.

The uniqueness of each child must be facilitated at all levels of education in general. Determining and implementing education in Indonesia should not be arbitrary so that laws can carry out and disseminate education. In the research conducted by Bahri (2022), in essence, education is not only a theoretical issue, but teachers' efforts in educating students must be responsible for student morals as a foundation for teachers to develop student character (Bahri, 2022). Education must be equal for all people in Indonesia. Expansion of education is not only carried out by educators, in this case, teachers or schools but the role of the family, community, and state, which are expected to complete education in Indonesia (Siswanto & Susanti, 2019). It should be known together that in disseminating education, the thing that should be a concern is the characteristics of the child, and of course, every child has natural abilities and learning abilities that differ from one another.

The term education is defined as the process of developing basic skills involving thoughts (intellectual) and emotions (human) that give meaning to education in an effort to change individual behavior in their personal lives as part of their community and the life of

their environment. According to Paramansyah (2019), another explanation of education is the process of growing humanity. Humans are people with basic thinking abilities and basic potential to experience the world of tastes so that through the educational process, it is possible to create a developing mindset that finds the application of knowledge to solve life's questions (Paramansyah, 2020).

Teachers and students are related to learning materials and learning methods with nothing separating them so that they achieve each other's goals in an effective and efficient way. Education management can be interpreted as a dedication to the world of education because management is essentially forced to serve the task of educational administration. Thus, based on the above understanding that education management has broad concepts and connotations. According to research from Daryanto (2006), there are several points regarding the concept of education management, which include:

1. Has the same understanding as administration which seeks to influence and order people to work productively.
2. Utilizing human, material, and money methods in an integrated manner to achieve institutional goals
3. Achieve a goal of others

Education fosters and shapes humans through proper guidance and leadership throughout life and various direct efforts in the family, school, and community environments. School is one of the places where the process of gaining education and knowledge, as well as the second education after parents or family, is a formal education that plays an essential role in the development of the child's personality following his skills and knowledge, to fulfill his duties in a good society then. These efforts can be successful when teachers can motivate, guide and motivate their students to develop creativity, knowledge, and skills. According to previous research conducted by Usman (2008), education management is the ability to manage educational resources to create an atmosphere and learning process so that participants are active and develop their potential so that students have spiritual strength, religion, self-control, personality, individual intelligence, virtuous character, as well as skills that can be possessed and can be used for oneself, society, nation and religion (Usman, 2008). In this article The focus of this research is to find out the development of education in Indonesia, especially in Karawang Regency. Starting from the development of schools, staff and teachers, to the development of students in digesting and understanding lessons during teaching and learning activities.

B. LITERATURE REVIEW

Etymologically, education comes from the Greek word "paedagogie" which consists of the word "pais," which means child, and "again," which means to guide, so it can be concluded that the meaning of education is to provide guidance to children. If based on the Roman language, education comes from the word "educate," which means bringing out something that is from within. Whereas in English, education has a term with the word "to educate," which has the meaning of improving morale and training intellectually (Sholichah, 2018).

According to Langeveld, education is every effort, influence, protection, and assistance given to children aimed at the child's maturity, or it is more appropriate to help children to be sufficient and competent in carrying out their own lives. This is in line with previous research that this influence comes from adults (people created by adults such as schools, books, daily life cycles, and so on) and is aimed at immature people (Kristiawan et al., 2017). In carrying out the dissemination of education in Indonesia as a whole, there is a national education strategic plan that can support it. Nurngasiah (2020) explains that there are at least five main issues that must be prioritized. And these problems are related to improving the quality of education, increasing the efficiency of education management, increasing the relevance of education, equity in education, and character education (Nurngasiah, 2020).

The term education is defined as the process of developing basic skills involving thoughts (intellectual) and emotions (human) that give meaning to education in an effort to change individual behavior in their personal lives as part of their community and the life of their environment. According to Paramansyah (2019), another explanation of education is the process of growing humanity. Humans are people with basic thinking abilities and basic potential to experience the world of tastes so that through the educational process, it is possible to create a developing mindset that finds the application of knowledge to solve life's questions (Paramansyah, 2020). Education management has the meaning of managing all institutional needs in education in an effective and efficient way. In research conducted by Pananrangi (2017) on education management, there are activities that are interconnected between one source and another by focusing on predetermined targets (Pananrangi, 2017). In the process, there is some cooperation and division of tasks and obligations, and each authority is different from the other.

Educational Management in practice requires delegation, which involves assignment, acceptance, and responsibility for the functioning of a system where others participate in educational institutions, and implies organizational hierarchies (Fertig et al., 2017). These

results are in line with research by Nurngasiah (2020) that Management is a work activity where a group of people led by a leader works together to access work so they can do their job efficiently and effectively (Nurngasiah, 2020). Education management is an activity or series of activities in the form of a process that regulates the cooperation of a group of people who are members of an educational organization to achieve predetermined educational goals using existing resources so as to create goals efficiently and effectively. The notion of Management is also often associated with rigid and inflexible organizational structures and thus has no place in the complex and dynamic world of educational institutions (Lumby, 2017). Based on several experts who explain Management, it is stated there are several management functions, including:

Table 1.1 Managerial function of educational standards (Rue et al., 2021)

NO	FUNCTION	EXPLANATION
1	Planning	Plan about a goal that will be achieved one day and think about the ways that will be done to achieve these goals.
2	Organizing	Classification and determination of several important functions.
3	Staffing	Carry out activities by identifying the needs of human resources, directing, screening, training, and also developing the workforce.
4	Motivating	Carry out directing activities to someone in order to achieve goals
5.	Controlling	Measurement activities in carrying out the objectives as well as monitoring to determine the impact and causes of deviations in carrying out the main objectives.

Education systems place high demands on the managerial, technical, and financial capacities of governments and are, in many ways, too complex to be produced and distributed in an efficient and centralized manner. Realizing that the facilities and places for learning, in this case, schools for education, are still not many and appropriate in implementing and disseminating education because, in fact, education is endeavored to use the best facilities in spreading knowledge to all children in a country. n pursuing the

development of better schools, according to Nikam, there is research from Simamarta (2020) identifying important functions or outcomes of good education management to include the following, including:

1. Build an effective teaching team
2. Management of media and equipment (computers, laptops)
3. Curriculum activity management
4. Inspection management
5. Facility management
6. Financial management
7. Student management
8. Teacher management
9. Infrastructure management
10. Laboratory management
11. Special lab management (language, history, geography, music)
12. Assist in evaluating student achievement
13. Help create a healthy and conducive school climate
14. Assist in maintaining school records as well as financing and budgeting
15. Assist in the organization of counseling and guidance
16. Relating to the material and institutional effectiveness
17. Assist in communication and information management
18. Assist in curriculum development and manage co-curricular planning, schedules, and discipline
19. Assist in decision-making and problem-solving
20. Help motivate staff and students
21. Manage conflict and stress
22. Improving the teaching-learning process (Simarmata et al., 2020)

C. METHOD

This approach is also included in the qualitative method so that researchers will get the information and data needed in this qualitative research. These conditions will maximize the research results obtained. In addition, qualitative research is a scientific approach that aims to understand phenomena in a natural social context by prioritizing in-depth communicative interaction between the researcher and the phenomenon under study (Nurngasiah, 2020). The research is qualitative and descriptive, with the primary sources of information for this

research being all teachers, school boards, and principals. In contrast, the secondary sources of this research are books that still correlate with the research. (Hanafian & Sari, 2022). The data collection methods used in this research interviews, observation and documentation.

D. RESULT AND DISCUSSION

1. Educational Management in West Java

Educators in Indonesia have the same problem, starting from the preparation of Learning Implementation Plans and building an atmosphere with students in order to create a strong bond between one thing and another. These difficulties can be from aspects of communication, aspects of knowledge, or aspects that provide focus in the learning process. Patience, which must be expressed during the learning process, often results in a lack of focus, so the learning process begins to be hampered (Arikarani, 2019). Education management programs must always be updated in accordance with the times, such as digital transformation. In this case, education management through digital transformation has the goal of being able to create high discipline habits so that students become stronger individuals in dealing with anything, which in this context is learning (Kirsch & Lennon, 2017). Besides that, another goal that is relevant to this digital transformation program is to make students become agents of change who can have a positive impact on the environment and society.

Management can have achievements, both personal and organizational goals, and maintain a balance between goals, objectives, and activities. In order to carry out the distribution of education on target, there are several things that must be considered by an educator related to learning in the classroom. In maintaining the situation in the classroom, the teacher should be proficient in class management. Thus, the role of teachers can carry out their duties effectively and optimally. Then, in an effort to advance education management in Indonesia, it is important to pay attention to the progress of human resources. This is in line with previous research conducted by Husnorofik (2019), in which one of the changes in education management is by improving the Human Resources themselves (Husnorofik et al., 2019). With this concept, the ability of human resources can be able to keep up with the times. Renewable education management is one of the first steps to see the progress of education in Indonesia. If Human Resources are used to it, then we will also be used to education in this 4.0 era. The existence of quality education can produce educational efficiency.

This can be proven when the educational process can be assisted by the environment and other supporting factors (Zhuang et al., 2019). At any time, we must also be ready and able to prepare ourselves to face the needs of the country, both socially and economically (Faisal & Martin, 2019). When the implementation of our education can be managed and carried out properly, of course, the results that will be obtained are of good quality (Ahad et al., 2018). In education management planning in the 4.0 era, the most important thing for educational institutions to pay attention to is the existence of competence, skills, communication, and also strong friendship relations between one another (Mahmudah et al., 2021). In the current 4.0 era, it is important to increase global competitiveness both at the national and international levels. Education has two challenges; namely, graduates must have the necessary knowledge and skills to be able to compete in an increasingly globalized information economy.

2. Problems and developments in education management in Islamic high schools in West Java

Each program is endeavored to always be updated with the times. The digital transformation program in education management is endeavored to be implemented as soon as possible. There are three programs to accelerate change in education, namely, the era of digital transformation, human resource transformation, and, finally, cultural transformation (Harsusilo, 2019). In addition, the acceleration of changes in education management is also related to finance, student affairs, facilities and infrastructure, educators and education staff, as well as the existence of a curriculum that can be accessed digitally. Implementation in the 4.0 era digital transformation program can involve the academic community, in this case, the principal and teachers in the school environment, chancellors and lecturers at tertiary institutions, as well as students with experts in their respective fields, and certified (Mahmudah, 2021). Thus, students in Indonesia can now access lessons from the internet. This progress has steadily progressed every year, so students have begun to be helped by this, likewise, at the high school level. Students can already find sources of learning materials on the internet. Not inferior to students, educators are also expected to be more creative in carrying out teaching and learning activities. Educators can take advantage of technological advances so that they can be applied to education management in schools, like making ice breaks to melt the atmosphere in class.

3. The level of teacher welfare in West Java

Based on the research findings in the orientation and placement of employees in West Java are as follows: 1. Orientation of every new teacher and school employee in West Java

will mainly be applied non-formally, and new school employee teachers are also expected to participate proactively to carry out adaptation to the environment in each of their respective placement schools, 2. Regarding placement, each school has two ways to carry out school management. First, by placing or filling positions and jobs for new teachers and employees. Second, reassigning old teachers and/or employees to new or different tasks or roles. 3. For the placement of teachers and employees by considering competence and performance. From the above findings, we can conclude that every teacher in West Java is still placed in inappropriate activity.

Although, in this case, the staff at the school are trying to introduce them to the environment and work culture and harmony, it is still a managerial need that is very much needed, so it is not required formally. The next activity for every school in West Java is the placement of teachers and staff. Based on the research obtained, school management can do this regarding placement in two ways. First, by approaching or filling positions for new teachers and employees. Second, by reassigning old teachers or employees to new duties and roles. This aligns with Effendi's (2005) research that teacher placement can be assisted by a change of assignment, which gives jobs to new employees or different positions. This is the first assignment for newly recruited employees, but they can also go through the promotion stage. This placement is done by paying attention to personnel, meaning that for completely new personnel, school management usually immediately gives them tasks that follow the responsibilities assigned to them and occupy positions for which there are already available formations.

Performance appraisal is an institution that pays attention to the importance of performance. Performance appraisal by management in every school in West Java is an important thing to do. In this case, the management or performance management is one of the essential roles because it is a way to provide a more integrated and sustainable approach than is provided by an isolated system and sometimes using inadequate schemes. Then, from the data findings in the field, it is known that the principal carries out the employee assessment directly. The principal performs three evaluation stages in assessing each employee, namely 1). Inspection is carried out through teaching and learning activities through supervision in their respective classes. 2). the assessment is conducted annually periodically for one year in a specific format. This term can be known as SKP for civil servants. 3). evaluation of the report card model in the form of notes from the principal. Furthermore, in this case, there are obstacles to implementing human resource management

in schools in West Java. Some factors that hinder the implementation of human resource management in every school in West Java are income level, career path, and communication.

Welfare, the level of interest in West Java, is still minimal in income, both basic pay and compensation in the form received directly by school employees or teachers, especially for those still in private or honorary status. This condition will be worrying and will tend to create some negative behavior to develop and improve the quality of healthy and good institutions. If an organization cannot grow and implement a satisfactory compensation management system, it will not only lose highly skilled and capable personnel, including intellectually. In addition, the organization will also get a flawed assessment so that later it will lose the competition with other organizations. The impact that will be felt if experiencing this difficulty, it is not impossible that this organization will not get a product that is by the goals and objectives it wants to achieve.

Career path. In West Java, the issue of career clarity still needs to be more balanced. Several schools still need clarification about the direct appointment of personnel or the test. This problem is still on the management agenda of several schools in West Java to plan and implement assistance so that personnel, especially teachers, school employees, and also potential honorary staff, can be prepared to anticipate future challenges in carrying out the main tasks of the organization and can help this person to meet one of their essential needs. An organization must be able to develop and implement a sound career management system to retain personnel who are experts in their fields.

Communication. What is meant by contact here is the problem of delivering quality messages carried out by management in every school in West Java still needs to be compelling enough. This can be seen through several indications about the existence of some teachers or employees who have the weak motivation and lack of awareness of ownership by showing how their work is less in line with the overall goals of the school organization.

E. CONCLUSION

Education management is one of the ways used to advance education in Indonesia. In order to support advanced and equitable learning, the government should make regulations that can regulate and control educational activities. Finally, the government made regulations regarding education; that regulation was Law number 20 of 2003 concerning the National Education System. This law can be a reference for prospective educators in the field, in this case, schools. The implementation of education must also help and support each other so that good Human Resources can be used for the advancement of education in

Indonesia. Educational progress must be felt by every child in Indonesia as well as possible. In addition, in order to advance education in Indonesia, students are trying to get access to existing learning.

RECOMMENDATION

The progress and development of technology in Indonesia must also be strengthened and facilitated access, the goal is for students to get learning resources that should not only study at school, but students can do learning outside of school by using the internet. In addition to needed internet access, human resources must also be developed first because, in accessing learning using the internet, both students and other teaching staff are trying to be able to control the internet and the technological tools needed in the teaching and learning process.

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