

Implementation Of Admission of New Students Zoning System Perspective of Islamic Education Management Theory At SMAN 1 Rambutan

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ABSTRACT

The purpose of this study is to determine the implementation of the admission of new students to the zoning system from the perspective of Islamic education management theory at SMAN 1 Rambutan. The problem discussed is how to implement the zoning system from the Islamic education management theory perspective in the admission of new students at SMAN 1 Rambutan. The type of research used is descriptive qualitative by researching directly into the field. The data collection techniques used were observation, interviews, and documentation. Data analysis techniques in this study are data collection, reduction, presentation, and verification. The results of this study show that the implementation of the admission of new students from the perspective of Islamic education management theory at SMAN 1 Rambutan has gone well, including motivating by rewarding teachers, conducting guidance and guidance direction, establishing good coordination, and communication.

Keywords: Admission of New Students, Zoning System, Islamic Education Management

A. INTRODUCTION

Education is one of the basic needs of every individual (Muhardi, 2004b). Education can improve a country's human resources quality (Suratini, 2017). The government, through various policies, seeks to enhance the quality of education in Indonesia (Suratini, 2017). The quality of education is also an essential concern for the government to produce the next generation of the nation who have the knowledge and broad insight and can support a nation's progress (Yusuf, 2018). Every citizen has the right to get quality education as stated in Law Number 20 of 2003 concerning National Education System article 5 paragraph 1, which says that every citizen has the same right to obtain a quality education.

With various policies, the government seeks equal education distribution in Indonesia (Hakim, 2016). Equality of education is also expected to improve the quality of human resources in Indonesia (Muhardi, 2004a). One of the efforts made by the government in terms of education equity is through a zoning system on the admission of new students, which has been carried out since the issuance of the Regulation of the Minister of Education and Culture number 51 of 2018 concerning the Admission of New Students (PPDB) in which it is listed about the zoning system that schools must apply in the admission of new students (Karmila et al., 2020).

The implementation of the zoning system itself reaped various reactions from the community. Some support and some reject the community regarding the performance of the zoning system in the admission of new students that are currently taking place (Syakarofath et al., 2020). The zoning system is expected to be able to overcome the problem of educational equity that often occurs in the admission of new students, namely people flocking to enrol in their favourite schools, which results in schools that have excess students and some schools experience a shortage of students (Ishak et al., 2022).

The zoning system policy is a new student admission system based on the zone closest to the student's home to the school. The zoning system is a system that is enforced by determining the location set by the respective local government, which is obliged to accept prospective students who are domiciled in the nearest zone radius of the school with a certain percentage of the number of students accepted at the school. (Setiawan, 2021) (Khakim, 2020)

As explained in the scientific journal of state administration science, Aisyiyah University, Yogyakarta, about the implementation of the zoning system policy in accepting new students at the high school level, one of the objectives of implementing the zoning system is to equalize the quality of education and eliminate favouritism towards certain schools. Several obstacles are described in the scientific journal of state administration science: the lack

of socialization in the PPDB with the zoning system and the uneven quality of schools in the PPDB zoning system. Implementation of actuating is one of the functions of management. Performance or actuating is one of the efforts to mobilize teachers and staff so that they want and try to achieve the goals desired by the school.

Based on the results of observations in the field of SMAN 1 Rambutan regarding the implementation of the admission of new students to the zoning system at SMAN 1 Rambutan that this process is a routine activity carried out at this school, it is inseparable from several problems that arise such as coordination between stakeholders involved in the implementation of the admission of the new students zoning system, Guidance, and direction given to teachers who serve as the committee for the access of new students at SMAN 1 Rambutan to users or registrants, participants who become registrants sometimes do not understand the procedures, stages, and requirements needed, even though the information provided is relatively straightforward, either through the media or offline which is posted on the school notice board. It is necessary to conduct objective research to find out entirely or concretely. Based on the background of the above problem, the author is interested in researching the implementation of the admission of new students to the zoning system at State High School (SMA) 1 Rambutan.

B. LITERATURE REVIEW

Management comes from the word to manage which means to work. Leadership is getting action from others to achieve the desired goal. Managerial activities carried out by superiors or in educational institutions are carried out by the principal, a leader in an educational institution, to encourage teachers and staff to work and achieve the desired goals. (Rifa'i, 2016)

One of the management functions is actuating. Actuating or implementing is essentially an effort to do work and achieve results as desired. Malayu Hasibuan, in his book *Organization and Motivation*, states that (Umar, 2003) actuating or implementation is an integral part of the management process, in contrast to other fundamental functions such as planning, organizing, and controlling (Hasibuan M. S., 2001).

Actuating deals with the function of management to carry out actions and the work necessary to achieve the desired goals of the organization or an educational institution. (Wibowo, 2014). Actuating is the implementation of things that have been planned in planning and utilizing the preparations that have been done in organizing.

Marno and Triyo Supriyanto quoted the opinion of Koontz & O'Donnell, who said that (Supriyatno, 2008) actuating is a close relationship between individual aspects arising from

the arrangement of subordinates to be understandable and an effective and efficient division of labour to achieve fundamental organizational goals. From some of the opinions above, researchers can conclude that implementation or actuating is an activity carried out by an institution by providing good motivation, coordination, and communication to achieve the desired goals.

As mentioned in the book of da'wah management by Munir and Wahyu Ilahi, it is stated that there are several points (Divine, 2006) actuating indicators, namely: 1) Providing motivation, motivation is a provision of the driving force that creates a person's work excitement so that they want to work together, work effectively, and are integrated with all efforts to achieve satisfaction. 2) Guidance and direction are intended to guide the members to achieve the goals and objectives to avoid deviations. 3) Coordination is an effort to organize meetings that can stimulate work. Leaders carry out coordination in the context of establishing relationships and maintaining communication. Coordination is intended to establish relationships between leaders and subordinates to prevent chaos. 4) Communication is needed for a reciprocal relationship between leaders and implementers, which means communication in an organization has a vital role in achieving goals. (Badarudin, 2015)

Implementation is one of the functions of management as an activity to move the organization by carrying out activities such as direction, guidance, communication, and coordination so that the planned activities can be carried out effectively. The definition of zoning in the Big Dictionary can be interpreted as dividing an area into several parts according to the function and purpose of management. (Murniati, 2019)

With the zoning system, all schools, especially public schools, are prepared to provide quality education services evenly for community members in a particular area or area so that the best children do not need to look for the best school far from where they live. The Zoning System in the admission of new students has implications for the need to prepare schools that are equal and of equal quality with schools that have been considered excellent or favourite schools. (Ministry of Education and Culture, 2018)

The zoning system is a system produced by educational policies regarding the admission of new students that enforces the determination of zone radius by their respective local governments, and schools are required to accept prospective students who are domiciled in the closest radius with a certain percentage of the number of students to be taken. According to Permendikbud No.14 of 2018 concerning the acceptance of new students, what is meant by the acceptance of new students, from now on abbreviated as PPDB, is the acceptance of new

students in schools. Acceptance of new students is the first student management activity in an educational institution to select prospective new students who will be accepted at a school.

The objectives of the zoning system in the admission of new students include the following: a) ensuring the admission of new students runs objectively, transparently, accountably, non-discriminatory, and equitably to encourage increased access to educational services, b) ensuring the availability and readiness of education units (state schools, in particular) to be able to provide quality education services, c) ensuring equitable access and quality of education in every The designated zone/area is approaching the residence of students, d) ensuring the fulfilment of competent educators and education personnel supported by adequate facilities and infrastructure that can be provided and shared by each education unit in the designated area/zone, e) controlling and guaranteeing the quality of graduates and supervising learning processes and outcomes comparatively and competitively in the area/zone of educational services in a measurable manner and continuous. (Ministry of Education and Culture, 2018)

C. RESEARCH METHOD

In this study, researchers used a qualitative descriptive approach and obtained data in the form of written and spoken words and explained them in detail and detail. The qualitative descriptive approach aims to define or describe a person's behaviour, field events, and specific activities in detail and depth (Faisal, 1992). Data analysis obtained from this approach is in the form of words, images, or behaviour that are not expressed in numbers or statistical numbers but by providing exposure, explanation, or description of the situation and conditions under study in the form of narrative reports. (Margono, 2003)

The informants in this study consisted of key informants and supporting informants. Key informants and keeping informants. The key informants in this study were Mr Fikri Sabara, an administrative staff who served as chairman of the committee for the admission of new students at SMAN 1 Rambutan and Mr Saptono Siswanto as the principal of SMAN 1 Rambutan. At the same time, the supporting informant is the guardian of SMAN 1 Rambutan students who registered through the zoning system.

Data collection techniques used in this study are: 1) observation, an observation made using the five senses by not asking questions. 2) interview, a technique of searching for in-depth data/information submitted to respondents/informants through oral questions. 3) Documentation and data collection techniques by collecting and analyzing written, image, and electronic documents. (Hikmat, 2011) (Hikmat, 2011) (Syaodih, 2010).

The data analysis model used in this study is based on the procedure proposed by Miles and Huberman through the following steps: 1) data collection by observation, in-depth interviews, and documentation, or a combination of all three (triangulation). In the early stages, researchers generally explore the social situation/object studied. 2) Data reduction, a process of research, abstracting, centralizing, paying attention to simplification, and "rough" data formation that arises from researchers' notes written in the field. 3) Presentation of data: In qualitative research, data is presented in tables, graphs, pie charts, pictograms, and the like. 4) Verification is formulating conclusions based on the previous two activities. This conclusion can be either provisional or a conclusion (Martono, 2015)

D. RESULTS AND DISCUSSION

1. Results

a. Motivational Provision

From the results of the survey conducted on July 10, 2022, at SMAN 1 Rambutan, researchers observed the provision of motivation made by the principal to the committee for the admission of new students at SMAN 1 Rambutan, namely, the principal gave rewards in the form of charters and money as a form of appreciation for the performance of the committee for the admission of new students at SMAN 1 Rambutan. With this reward, the acceptance committee of new students becomes more eager to carry out their duties. According to Sagir, quoted by H.B Siswanto, the main things in motivation are performance, appreciation and recognition, challenges, responsibilities, development, involvement, and opportunities. (Siswanto, 2016, pp. 122-124)

According to Mr Saptono, the principal, on September 1, 2022, in the principal's room of SMAN 1 Rambutan, he explained that the entire committee in charge has high enthusiasm in implementing the admission of new students to the zoning system because we also hope that this zoning system can help our school to improve the quality and get students. The way to motivate the committee on duty is to reward the PPDB committee. The reward given is in the form of a charter and money as a bonus.

Mr Fikri, the head of the committee for the admission of new students, also conveyed the same thing. He explained that to encourage the enthusiasm of the admission committee for new students, the school gave rewards in the form of award certificates and also money to the PPDB committee because the PPDB committee has a slightly heavier task than other teachers, even on holidays, the PPDB committee still has to be on duty. This method succeeded in spurring the enthusiasm of the admission committee for new SMAN 1 Rambutan students.

From the results of observations and interviews, it can be concluded that the motivation given by the principal to the admission committee of new students of SMAN 1 Rambutan by providing rewards in the form of award certificates and money as a form of appreciation for the performance of the new student admission committee made the committee enthusiastic in carrying out its duties. The method done by the principal giving this reward has spurred the committee's enthusiasm for admitting new students at SMAN 1 Rambutan.

b. Guidance and Direction

Based on the results of an interview with Mr Saptono as the principal of SMAN 1 Rambutan on September 1, 2022, in the principal's room regarding the guidance and direction carried out, he said that:

"I guided the PPDB committee of SMAN 1 Rambutan first. There is always a briefing to prepare before PPDB registration is carried out. I always advise the PPDB committee of SMAN 1 Rambutan because every day, I directly supervise the acceptance of new students, especially those through the zoning system, which is still relatively new in implementation. I give directions to the PPDB committee before and when the implementation occurs. I always give directions so that PPDB This ongoing can go well and there is no communication miss."

Matters related to guidance and direction were also stated by Mr Fikri, the head of the committee for the admission of new students of SMAN 1 Rambutan, in an interview on September 1, 2022, who explained guidance and direction, giving advice and advice carried out by the principal:

"The principal always monitors and provides direct guidance to the PPDB committee. The principal also advises me on optimizing the zoning system's implementation at SMAN 1 Rambutan considering that SMAN 1 Rambutan lacks students. So that the existence of this zoning system is beneficial for schools to get students. I got directions from the principal and was given advice. Even the principal is also directly involved in optimizing the zoning system at SMAN 1 Rambutan."

The result of observations that were made on July 10, 2022, is that the principal provides guidance and direction to the admission committee for new students at SMAN 1 Rambutan by giving advice and orders, advice and conveying important information clearly so that the new student admission committee can understand it. The information provided relates to the

registration flow for new student admissions and the terms and conditions that must be completed by prospective new students, especially those who register through the zoning system. Because this zoning system is still newly implemented so, many do not understand the implementation of the zoning system.

From the results of interviews and observations, it can be concluded that the guidance and direction (directing) carried out by the principal to provide information about things that need to be understood by the new student admission committee at SMAN 1 Rambutan, especially information about the implementation of the zoning system because the zoning system is the system that is the system with the highest number of admissions and with this zoning system also helps schools to get Students to remember that SMAN 1 Rambutan is a school with a small number of students. This information allows the student committee to explain to parents or guardians of prospective students who will enrol their children in SMAN 1 Rambutan but are still confused. In addition to providing information regarding the admission of new students and the system used in the entry of new students, the principal also offered advice and advice to the new student admission committee regarding the implementation of the zoning system at SMAN 1 Rambutan so that the performance of the zoning system can run well and optimally.

c. Coordination

From observations made by researchers on July 10, 2022, related to coordination, the principal and the admission committee for new students of SMAN 1 Rambutan came directly to MTs Islami and SMP Abadi to coordinate with the principal and teachers at the school to direct students to register at SMAN 1 Rambutan through a zoning system considering that SMP Abadi and MTs Islami are in zones that are stipulated by the zoning system of the local government. In addition, the admission committee for new students also met directly with students of SMP Abadi and MTs Islami to conduct socialization related to registering new students through the zoning system.

The results of an interview with Mr Saptono on September 1, 2022, in the headroom of SMAN 1 Rambutan regarding coordination in implementing the zoning system at SMAN 1 Rambutan, he said that:

"SMAN 1 Rambutan coordinates directly with the nearest SMP and MTs from SMAN 1 Rambutan. Namely SMP Abadi and MTs Islami. The school comes directly to the junior high school and MTs for socialization with students and direct coordination with teachers at the school to direct students when graduating to enrol in SMAN 1 Rambutan considering that SMAN 1 Rambutan is one of the

schools affected by the title of favourite school so that currently the school is trying to maximize the zoning system so that the purpose of implementing the zoning system is equal distribution of education and high school Negeri 1 Rambutan will not experience a shortage of students again in the years to come."

Mr Fitri, the head of the committee for the admission of new students, also conveyed the same thing. He said:

"The school coordinates directly with SMP Abadi and MTs Islami. Coordinate with teachers at the school and socialize directly with students regarding implementing the zoning system at SMAN 1 Rambutan. And also coordinate with local villagers regarding the zoning system so that they register their children to SMAN 1 Rambutan."

From the observations and interviews above, it can be concluded that SMAN 1 Rambutan coordinates with SMP Abadi and MTs Islami to direct students to enrol at SMAN 1 Rambutan. This is done to maximize the implementation of the zoning system in the admission of new students at SMAN 1 Rambutan. The school hopes this direct coordination can increase the number of students at SMAN 1 Rambutan because SMAN 1 Rambutan has few participants.

d. Communication

The results of the interview on September 1, 2022, in the principal's room of SMAN 1 Rambutan with Mr Saptono regarding communication are as follows:

"The way I do this is by always asking about developments and obstacles that occur in the field with the committee through the chairman of the committee either directly or by telephone. If there are obstacles that occur, we will immediately communicate and find the best solution to the problem. All committees establish good communication so that fellow committees establish good cooperation. The PPDB committee also has a WhatsApp group that makes it easier for the committee to communicate and find solutions to problems related to the zoning system implementation at SMAN 1 Rambutan."

Mr Fikri also said the same thing during the interview on the same day and place as follows:

"I always check in the implementation of this zoning system, asking directly with my members about its progress and whether there are any obstacles. All committees communicate well with each other so that solutions can be immediately found together if there are obstacles. The committee also has a

WhatsApp group that makes it easier for the committee to establish communication."

The results of the interview were supported by observations, namely that the new student admission committee has a particular WhatsApp group that aims to make it easier for all committees to communicate with each other regarding developments and obstacles experienced in implementing the zoning system in the admission of new students at SMAN 1 Rambutan. The existence of this group makes it easier for the committee to communicate when essential things need to be discussed together. In addition to the WhatsApp group, the committee shared directly and generously and did not experience obstacles. The PPDB committee can communicate directly with the principal. In addition to communication between the PPDB committee and between the PPDB committee and the principal, researchers also observed the communication between the PPDB committee and parents/guardians of prospective students. The committee maintains good contact with parents/guardians of prospective students and always provides answers or explanations when parents/guardians of prospective students experience confusion.

2. Discussion

a. Motivational Provision

Malayu S.P Hasibuan, quoted by Badrudin, argues that motivation is a driving force that creates a person's work enthusiasm so that they want to work together, work effectively, and are integrated with all efforts to achieve satisfaction. G.R. Terry said that motivation is to strive so that a person can complete the work with enthusiasm because he wants to carry it out. The provision of motivation, according to Dimiyati and Mudjiono, quoted in the introduction to management by Sarinah and Mardalena, explained that motivation is a mental drive that moves and directs human behaviour, including learning behaviour. (Badarudin, 2015) (Terry, 2006)

The provision of motivation in the implementation of the admission of new students to the zoning system at SMAN 1 Rambutan has been running well. This can be seen from the efforts made by the school to motivate by providing rewards in the form of money and charters to the committee on duty. However, in giving this motivation, there are still obstacles experienced by the school, namely social jealousy between teachers who are in charge of being on the admission committee for new students and teachers who are not head of the admission committee for new students. Therefore, researchers recommend that every year teachers who are in order of becoming the committee for the admission of new students be rolled so that social jealousy does not occur in giving rewards.

b. Guidance and Direction

Directing is an effort to carry out planned activities. This activity is implemented by providing necessary information, advice and advice so the training can be carried out correctly. Guidance and direction directing aim to strive for all group members to work and can achieve goals by predetermined managerial planning. Implementation in this activity is by providing necessary information, orders, suggestions and advice so the training can be carried out correctly.

Guidance and direction carried out at SMAN 1 Rambutan in the implementation of the admission of new students to the zoning system are carried out by the principal to the PPDB committee at SMAN 1 Rambutan by providing clear information related to PPDB and the method used so that the PPDB committee can explain well when parents of prospective students feel that things are not clear.

However, in guidance and direction, there are still obstacles experienced by the school, namely the presence of teachers who serve as the admission committee for new students who are not present when providing guidance and direction. So the researcher suggested that school principals be more assertive and apply discipline to the admission committee of new students who did not attend.

c. Coordination

According to E. F. L. Brech in his book *The Principle and Practice Of Management*, quoted by Handyaningrat, coordination is balancing and moving teams by providing suitable work activity locations to each and keeping the activities carried out in proper harmony among the members themselves. Hasibuan argues that coordination is a synchronous and orderly effort to provide the right amount and time and direct implementation to produce a uniform and harmonious action on a defined goal. (Handyaningrat, 2002) (Hasibuan M., 2009)

In the process of accepting new students, SMAN 1 Rambutan coordinates with several schools around the high school that are included in the school rayon, besides that the school also carries out socialization with several schools, such as SMP Abadi and MTs Islami, to direct students to enrol in SMAN 1 Rambutan. This is done to maximize the implementation of the acceptance of new students of the zoning system at SMAN 1 Rambutan. The school hopes this direct coordination can increase the number of students at SMAN 1 Rambutan because SMAN 1 Rambutan has few participants.

d. Communication

Communication, according to Winardi, is a continuous process where an individual, through the help of verbal and non-verbal symbols, provides information to others who receive

it and then translates it into specific behaviours. Communication aims to understand others and seek clear transfer or observation so that the other party (communicant) can realize the communicator, receive a sign of approval, and seek the desired action. (Winardi, 2010)

Communication in the implementation of the admission of new students to the zoning system at SMAN 1 Rambutan went well, where there were no obstacles experienced by the principal, PPDB committee, and parents/guardians of prospective students. In addition to communicating directly, the committee has a particular WhatsApp group to facilitate communication between the committees. In school communication, there are problems, namely communication carried out with mobile phones through WhatsApp groups often experiences interference due to poor networks. So the school should focus more on direct contact with the admission committee of new students and with parents of prospective students.

E. CONCLUSION

From the results of the research and discussion above, it can be concluded that the implementation of the admission of new students to the zoning system implemented at SMAN 1 Rambutan has met the indicators of performance or *actuating*, namely the provision of motivation, guidance and direction, coordination and communication. Implementing the admission of new students to the zoning system at SMAN 1 Rambutan is beneficial for schools to get students because SMAN 1 Rambutan is a school with a shortage of students. SMAN 1 Rambutan is experiencing a shortage of students due to the strong perception of excellent and non-superior schools in the community. The existence of this zoning system, SMAN 1 Rambutan, has increased the number of students.

However, in the implementation of the admission of new students, the zoning system at SMAN 1 Rambutan still uses an offline system, so the committee for accepting new students at SMAN 1 Rambutan must be careful in managing student data. In the implementation of this zoning system, SMAN 1 Rambutan still experiences several obstacles, including social jealousy between teachers who are in charge of the admission committee for new students and teachers who are not in order of the admission committee for new students, the presence of teachers who serve as the admission committee for new students are not present at the time of providing guidance and direction, lack of broad scope of coordination established by SMAN 1 Rambutan.

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