MANAGEMENT IMPLEMENTATION OF STATE SMA HEAD IN GARUT REGENCY

UJANG NURJAMAN
Email: ujangnurjaman@uninus.ac.id

DHIEN DINARSIH
Email: dhiendinarsih_s2adm_19@uninus.ac.id

J. HARIANTO SOLIN
Email: jhariyantosolin_s2adm_19@uninus.ac.id

Abstract

The education sector is very important compared to other sectors in Indonesia. The education sector offers the real world to be able to meet a better future, Changes in human attitudes both seen from the Intelligence Quision (IQ), Emotional Quision (EQ), Spiritual Quision (SQ) and Psychological Quision (PQ), formed with educational efforts through interaction between teachers and students, the environment with students, students with students, through face-to-face classes is carried out, called formal learning. Aims to educate the nation's life and develop Indonesian people as a whole, namely humans who believe and are devoted to God Almighty and have noble character, have knowledge and skills, physical and spiritual health, a solid and independent personality and a sense of social and national responsibility. In this paper the author will discuss the managerial implementation of the head of SMA Country 29 Garut, Mekarmukti District, Garut Regency, West Java Province, which is related to Educators and Education Personnel, school finances, educational facilities and infrastructure, curriculum learning methods and graduates. To be more focused in this research, the authors will limit the factors above, with three factors, namely the strategy of the head of SMA Country 29 Garut, Mekarmukti District, Garut Regency, and West Java Province in managing educators and education personnel, managing school finances and managing facilities and infrastructure. Education related to learning.

PRELIMINARY

Changes in human attitudes can be seen from the Intelligence Quision (IQ), Emotional Quision (EQ), Spiritual Quision (SQ) and Psychological Quision (PQ), formed by educational efforts through interactions between teachers and students, between the environment and students, between students with students, through face-to-face in class carried out in schools, which is called formal learning. In accordance with the background that the authors convey above, the authors can formulate this research with the formulation of the problem as follows:

1. How is the implementation of the management of educators and education personnel carried out by the Head of SMA Country, Mekarmukti District, Garut Regency, West Java Province?;

2. How is the implementation of financial management carried out by the Head of SMA Country, Mekarmukti District, Garut Regency, West Java Province?;

3. How is the implementation of the management of educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, West Java Province?;

4. What are the obstacles in implementing the management of Educators and Education Personnel, school finances and educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti Mekarmukti District, Garut Regency, West Java Province?;

5. How is the problem solving (Problem solving) obstacles in the implementation of the management of Educators and Education Personnel, school finances and educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, West Java Province?;

6. What are the results obtained from the implementation of the management of Educators and Education Personnel, school finances and educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, and West Java Province.

THEORETICAL BASIS

The theory underlying this research is: theology, managerial implementation, managerial principals, educators and educators, school finances and educational facilities and infrastructure:

1. Theology

In the Indonesian dictionary W.J.S. Poerwardamita means the theology of knowledge about God, the basics of belief in God and religion based on the Holy Scriptures. Furthermore, in the dictionary of philosophy, it is stated simply that theology is a study of questions about God and its relationship to the world of reality. In a broader sense, theology is a branch of philosophy or a special field of philosophical inquiry about God (Runes, 1953:317).

The word theology comes from the word theos which means God and logos which means knowledge or knowledge. So theology is knowledge of God (Donder, 2006:4). According to Maulana et al, argued that theology literally means a theory or study of God.

In practice, the term is used for a collection of doctrines (teachings) of a particular religious group or individual thought. Theology or in Sanskrit Brahmawidya or Brahma Tattwa Jnana is the science of God (Pudja, 1984:14).

2. Implementation of Managerial Principals based on Islam

Implementation is a process of applying ideas, concepts, policies or innovations to a practical action so as to have an impact in the form of changes in knowledge, skills, as well as values and attitudes of an activity that is planned and carried out seriously based on certain norms reference to achieve the activity objectives.

3. Educators and Education Personnel, Finance and School Facilities and Infrastructure, based on Islam

Meaning: Mothers should breastfeed their children for two whole years that is, for those who want to perfect breastfeeding. Fear Allah and know that Allah is All-Seer of what you do. (2:233)

4. Principal Managerial Implementation

In simple terms, implementation can be interpreted as implementation or application. Majone and Wildavsky (in Nurdin and Usman, 2002), suggest implementation as evaluation. Browne and Wildavsky (in Nurdin and Usman, 2004:70) "The notion of implementation as an activity that adjusts to each other is also put forward by Mclaughin (in Nurdin and Usman, 2004). As for Schubert (in Nurdin and Usman, 2002:70) suggests that "implementation is an engineering system."

RESEARCH METHODOLOGY

Triangulation is essentially a multi-method approach that researchers use when collecting and analyzing data. Therefore, triangulation is an attempt to check the correctness of data or information obtained by researchers from various different perspectives by reducing as much as possible what occurs during data collection and analysis.

A. Research Design:

1. Research Objects and Informants

More concretely located in South Garut. South Garut is a candidate or planned to be divided into Garut Regency, and the plan is to form South Garut Regency, which consists of several sub-districts, namely Mekarmukti, Bungbulang, Caringin, Talegong, Cisewu, Pakenjeng, Cikelet, Pameungpeuk, Cibalong, Cisompet, Cihurip, Singajaya Districts. , Banjarwangi and Peunduy District.

2. Methods of Data Acquisition and Collection

Primary data (primary data), is data collected by an individual/organization directly from the object under study and for the benefit of the study concerned which can be in the form of interviews, observations.

3. Data Validity Checking Method

After the data is collected, according to its classification, the data is immediately checked according to its validity, then identified, whether the data is a bash or not. Then the data is sorted between those that are valid and those that are not or less valid.

4. Data Analysis Method

Blaxter et. al (2001:291) in "How to Research" revealed that analysis is a continuous process in research, with the initial analysis informing the data which is then collected. In

research, when the researcher has finished collecting data, the next step is to analyze the data that has been obtained.

B. Source of Data or Information

In this research activity, the writer took data from SMA Country 29 Garut, which consisted of the principal, vice principal, teachers, administrative staff and school committee as representatives of the parents. Furthermore, the research data sources consist of primary data sources and secondary data sources.

C. Type of Data or Unit of Analysis

In this study, the data is processed into several types of data, namely primary data and secondary data, assisted by an informant with the task of classifying data, namely between the first data or primary data and second or secondary data and so on. Several types of data and the unit of analysis are as follows:

D. Data Processing and Analysis

1. Data Processing

Data Processing Steps In the data processing process, there are a number of scientific steps that need to be taken to facilitate the data processing process. From several references on scientific research methods, there are a number of steps that need data processing, namely: (1) editing, (2) coding the data or data coding, (3) making tabulations.

2. Data Analysis

RESEARCH RESULTS AND DISCUSSION

A. Research Results

From the various analysts conducted by the author, it can be explained that the results of the research developed or analyzed by the author regarding the implementation of the management of educators or teachers and education personnel carried out by school principals, still need significant improvements, including:

1. Frequency of Personnel Attendance

    a. Principals still need a significant increase, because this will reduce the frequency of teacher attendance in carrying out their duties, this will result in decreased teaching and learning discipline. The principal still needs improvement in improving the welfare of teachers, calmness of employees in carrying out their duties.

    b. The principal has not provided an optimal example, this will result in student discipline, especially for teacher discipline, resulting in students

    c. The presence of teachers still requires improvement, because it will result in student behavior, so that the quality of education decreases

d. The presence of school personnel still needs improvement, because it will result in student discipline, so that the quality of education decreases

2. The Principal's Ability to Manage Finances

In managing finances, the principal has done well and correctly, but even so, it still requires better improvements.

3. The Principal's Ability to Manage Facilities and Infrastructure

In managing educational infrastructure, the principal has implemented it well, but even so, it requires significant improvements, especially in terms of maintenance.

B. Discussion

The things that will be discussed in the discussion of this writing are: Implementation of the Management of Educators and education personnel, Management of school finances and management of teaching facilities and infrastructure.

1. Implementation of the management of Educators and Personnel

According to the Big Indonesian Dictionary, the word "manages" or "manage" means to control, to organize (government, etc.) to run, to manage (companies, etc.). Manager is a person who manages, while management is a process, action or way of managing.

a. Management of personnel, namely educators or teachers and education personnel carried out by the principal has not been implemented optimally, this is in accordance with the explanation given by the principal directly.

b. According to explanations from several resource persons, the management of personnel carried out by the principal requires a significant improvement

c. Discipline, work frequency of principals, vice principals, teachers and administrative staff, requires significant improvement. Seen from the attendance list seen by the author;

d. Discipline obedience of teachers on average still requires improvement even though various coaching have been carried out, either directly or indirectly, such as through socialization, dissemination or simulation. This still exists among teachers who do not obey school rules.

e. According to several sources, the presence of the principal is not optimal because the home and place of work are far away.

f. Some administrative staff needs significant coaching, because judging from the work attendance, they need improvement, although this is still categorized as normal.

g. Cooperation between teachers and principals, teachers and teachers, principals with administration, and teachers with administration as well as administration

and administration can be categorized as good, although it still needs improvement;

h. The principal's relationship with the school committee can be said to be conducive, although it still needs improvement

i. The performance of the principal can be categorized as good, although it still needs improvement.

2. Implementation of financial management carried out by the Head of SMA Country 29 Mekarmukti District, Garut Regency, West Java Province, According to the Big Indonesian Dictionary, Management means the effective and efficient use of resources. Financial management is the received resources that will be used for the implementation of education. E. Mulyasa (2002) explains that the task of financial management can be divided into three phases, namely: a. Financial Planning, Financial planning is an activity to coordinate all available resources to achieve the desired goals systematically without causing adverse side effects. b. Implementation, is an activity based on a plan that has been made and the possibility of adjustments if needed.

   a. Implementation of financial management sourced from the APBN. The one managed by the Principal has been partially done, therefore it requires a sharp improvement;

   b. Implementation of financial management sourced from the APBD. Which is managed by the Principal has been done as, therefore it requires a sharp improvement;

   c. Implementation of financial management sourced from the community or parents. Which is managed by the Principal has been done as, therefore it requires a sharp improvement;

   d. Some bookkeeping has been carried out by the principal, but most of it has not been done, this requires significant improvement.

   e. In financial management carried out by school principals, it can be categorized as open and transparent, although it requires improvement;

   f. The effectiveness and efficiency of financial management carried out by the principal can be categorized as good, although it requires improvement;

   g. The teachers did not complain about the financial management carried out by the principal.

   h. In general, the management in the financial sector carried out by school principals, according to some sources, can be said to be good, but still needs improvement.

3. Implementation of the management of educational facilities and infrastructure carried out by the Head of SMA Country 29 Mekarmukti District, Garut Regency, West Java

Province, Management (management) of equipment (facilities and infrastructure) is a process of planning, organizing, procuring, maintaining, eliminating, and controlling logistics or equipment. (Soebagio, M.I. 1988).

Educational facilities are all equipment, materials, and furniture that are directly used in the educational process in schools. Educational facilities are classified into three types, namely:

a) The implementation of the management of educational facilities and infrastructure carried out by the principal has not been carried out optimally, this will accelerate the damage.

b) The management of buildings, mosques and other inventory items needs improvement, this can be seen directly by the author.

c) The maintenance of the page has been done well, although it still needs improvement to be better.

4. Obstacles in implementing the management of educators and education personnel, school finances and educational facilities and infrastructure carried out by the Head of SMA Country 29 Mekarmukti District, Garut Regency, West Java Province; Some very significant obstacles in improving the management of personnel, finance and educational infrastructure by school principals include: shortage of personnel, principals are very difficult to synergize, School Operational Assistance (BOS) is inadequate, travel power is very far, so the price of goods expensive goods, the number of students is small, because in the allocation of BOS funds there are no fixed costs, all costs are variable, meaning that it is calculated based on students.

CONCLUSIONS AND RECOMMENDATIONS

A. Conclusion

Implementation of the management of educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, West Java Province, this still requires a significant improvement, especially in the maintenance of facilities and infrastructure as well as the bookkeeping, it can be seen the incompleteness of books related to inventory of goods, namely KIR and KB.

Solving problems (problem solving) obstacles in the implementation of the management of Educators and Education Personnel, first in collaboration with the school committee, assigning honorary teachers, secondly proposing the appointment of CPNS to the regent through the Head of the Garut Regency Education Office,

Solving problems related to school finances, by approaching students' parents through the school committee and proposing assistance to the government, Local Government Level I and II and

Problem solving in the lack of educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, West Java Province, through

an approach to the school committee and proposes to the Government, Level I and II Regional Governments.

The results obtained from the implementation of the management of Educators and Education Personnel, school finances and educational facilities and infrastructure carried out by the Head of SMA Country Mekarmukti District, Garut Regency, West Java Province, namely the performance of school principals, teachers, administration is more improved, the performance of school committees is more proactive, community, parents and government, both local government and central government can increase their concern.

B. Suggestion

1) For the principal

   In order to further improve the competencies that must be possessed by school principals. Personal competence, social competence, managerial competence, supervisory competence, professional competence and pedagogic competence.

2) For Teacher

   In order to further enhance its ability in terms of improving personality competence, social competence, pedagogic competence and professional competence.

3) To Administrative Staff

   In order to improve achievement, dedication, and loyalty to the work that is their obligation, and to keep away from despicable traits.

4) For the school committee,

   In order to be able to help schools that are more continuous, in accordance with the operational guidelines and technical guidelines for work that has become the obligation of the school committee.

5) The Head of Government or the person in charge in this matter, to be more focused in paying attention to various school needs for the sake of our students together.

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