

The Role and Influence of the Principal's Work Ethics in Improving the Quality of Islamic Education

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Abstract

The principal's work ethic is a work norm or standard that must be met and implemented by the principal in order to create a quality and quality school. The principal plays a role in all aspects of the school, including in school development and related to improving the quality of education. The quality of education is a school's ability in overall management of everything related to the school which will then produce quality output. The quality of Islamic education is very important in an Islamic educational institution, as is the case with education in general, where the quality must have high quality or experience quality improvement for the advancement of Islamic education. Islamic education will produce a nation's next generation who can compete well in the era of globalization, namely by being equipped with an understanding of religious knowledge and general knowledge, so that their knowledge balances between world knowledge and knowledge of the hereafter. The role of the school principal is very influential in improving the quality of Islamic education, where the principal must have the ability to manage his performance properly, besides that the principal is also required to always find innovation so that the quality of Islamic education can be further improved, but it must be based on Islamic laws.

Keywords: Work Ethics, Principal, Quality of Islamic Education



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INTRODUCTION

Education is one of the most important things in a person's life. Education is also referred to as an effort to develop self-ability in their respective fields. The purpose of education is stated in Law no. 20 of 2003 concerning the national education system article 3 namely developing the potential of students to become human beings who believe in and fear God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent and become citizens who are democratic and also responsible. Education is the learning of knowledge and skills carried out in educational institutions such as schools or madrasas.

In a school or madrasa, of course, there is a leader to direct the way of education, that position is usually referred to as the principal. The school principal is an educational staff or teacher professional who has the duty to lead an institution where the teaching and learning process is carried out. The principal has influence in carrying out his leadership. As the highest leader in the school, the principal must be able to manage time efficiently, starting from individual tasks and for the school as a whole. This will make learning activities run effectively and efficiently.

One component of the school whose support is expected to improve the quality of Islamic education is the principal or head of the madrasah. As someone who has the highest position in school, the role of the school principal is very influential and determines the quality of Islamic education. Therefore it takes a leader or principal who can lead well. As a school principal, you must also have a high leadership spirit, because leadership itself plays a very important role in a school principal, where leadership is a process of influencing others.

At the Islamic education level, the role of the school principal is also very much needed. Similar to general education, Islamic education also requires a leader who is able to bring Islamic education to a better direction. Islamic education is education that has Islamic nuances or colors, meaning that education is based on Islamic laws. Islamic education has a function as a process of inheriting the values and culture of society from one generation to the next or by the older to the younger.

RESEARCH METHODS

The research method for this scientific article is to use qualitative methods and literature review (Library Research). Which examines the theory and the relationship or influence between variables from books and journals sourced from Scholar Google and other online media. Library research or literature review is research that is used to collect data and information with the support of various materials contained in the bibliography such as documents, novels, posts, diaries and so on.

Literature studies can also examine various references and similar previous research results which are useful for obtaining a theoretical basis for the problem to be studied. Literature research also means a method of collecting information by conducting a review of journals, literature, notes and various reports related to the problem to be solved.

The method of collecting information in this research is documentation, namely finding information about things or variables in the form of notes, articles, journals, posts, diaries and so on. The information analysis method used in this research is content analysis. This analysis is used to obtain valid inferences and can be re-examined based on the context. In this analysis, the process of sorting, equating, mixing and sorting various relevant data will be attempted.

RESEARCH RESULTS AND DISCUSSION

Principal Work Ethics

Ethics is a science that talks about values and moral norms that determine human behavior in life. Work ethic is a norm or rule that exists in the workplace. Work ethic or work ethic is a performance process that implies a number of work behaviors displayed by a person. Work ethics, which includes all positive behaviors regarding discipline, hard work, honesty, trustworthiness, loyalty, innovation, creativity, effectiveness and efficiency and so on. The work ethic includes productivity and work quality so that the cultural dimension of work ethic can be measured by high or low, strong or weak performance of a person.

The principal is an educational staff or teacher professional who has the ability to lead all the resources in the school. The principal is also the highest leader in the school, where this leadership is a form of commitment by members of the profession to always improve and develop their respective competencies. With a high work ethic, it is expected that the principal can carry out the tasks that have been entrusted to him and be able to achieve the success of the school he leads, so that it will provide large benefits or outputs as well as educational progress.

The principal is the highest position in a school that has authority and power, the principal must also have a role as a leader, as a manager, as an educator, as an administrator, as an entrepreneur and so on. Therefore the principal must have the ability to manage time and the people who are under him. The principal has a dual role in life at school.

In Islamic educational institutions the principal has the same role as schools in general. Maybe there will be a slight difference in strategy in carrying out all the work programs. In Islamic education, of course, it will be based more on Islamic laws, including on its leaders. Of course a leader who oversees Islamic education has a vision and mission as well as a goal to

improve the quality of his institution. The principal is a leader who aims to guide a group in such a way that the goals of the group are achieved. In an effort to improve the quality of education, especially Islamic education, a school principal can improve and develop existing facilities at school. In addition, the principal must also pay attention to the quality of the teaching staff (teachers) and all staff at the school.

As the highest leader in a school, of course the principal will face very many and heavy responsibilities. To overcome this, the principal must have mature preparation when he will lead. The principal must learn how to manage authority and responsibility, so that he can focus his attention on efforts to improve the quality of Islamic education. The principal's work ethic is intended as a position and standard of behavior in carrying out his duties as a leader. The existence of a principal's work ethic aims to guide the principal in behaving, avoiding negative and destructive behavior, forming the image of the principal and living the philosophy of education. In addition, the principal also has several functions, namely as follows:

1. The principal as an educator. Principals must have the right strategy in increasing the professionalism of the education staff in their schools. The function of the principal as an educator is to create a conducive school atmosphere, provide guidance to school members, provide encouragement to educational staff and carry out interesting learning models, such as team teaching, moving classes and holding accelerated programs for smart students.
2. Principal as Manager. As a manager, the principal must be able to utilize school resources in realizing the vision, mission and achieving goals. In essence, a school principal or manager is someone who is able to plan, organize, lead and control everything in his school. The principal must have the ability to carry out his leadership duties properly, which is manifested in the ability to develop programs, organize personnel, empower educational staff and make optimal use of school resources.
3. Principal as Administrator. The principal must have the ability to cooperate with his subordinates to achieve certain goals productively or effectively and efficiently. In this case the principal is required to be able to work together and be able to take advantage of the existing potential (human resources).
4. Principal as Supervisor. The principal must be able to pay equal attention to his duties, namely planning, implementing and evaluating educational supervision activities in schools.
5. The principal as a Leader. The principal is in charge of organizing and managing the organization's wheels at school. Principals are also required to create programs and carry out teaching and learning activities in front of students as befits a teacher of other subjects.
6. The principal as an innovator. The principal must have the ability to make an invention or change. Which is where the ability relates to finding or finding a new idea for school renewal and the ability to carry out reforms in schools. Principals are required to always find new innovations and implement them to improve the quality of education in their schools.
7. The principal as a motivator. To improve the quality of education in schools, motivation for school members needs to be instilled continuously or continuously by the school principal.

The principal has an important role in a school, because he is the person with the highest position in the school. Where everything must be with his permission. The principal plays a role in every matter, because that is his responsibility as a leader. An organization must have a leader to direct where and how the organization will go in the future, including schools or educational institutions. This leader figure is needed to lead his subordinates. In Islam it is explained that Allah made man as a caliph on this earth, the caliph is a leader. This is contained in the Al-Qur'an Surah Al-Baqarah verse 30 which reads:

وَإِذْ قَالَ رَبُّكَ لِلْمَلَائِكَةِ إِنِّي جَاعِلٌ فِي الْأَرْضِ خَلِيفَةً ۖ قَالُوا أَتَجْعَلُ فِيهَا مَنْ يُفْسِدُ فِيهَا وَيَسْفِكُ الدِّمَاءَ وَنَحْنُ نُسَبِّحُ بِحَمْدِكَ وَنُقَدِّسُ لَكَ ۚ قَالَ إِنِّي أَعْلَمُ مَا لَا تَعْلَمُونَ

Meaning: "Remember when your Lord said to the Angels: "Indeed I want to make a caliph on earth". They said: "Why do you want to make (the caliph) on earth someone who will make damage to it and shed blood, even though we always glorify you by praising you and purify you?" God said: "Indeed I know what you do not know." (Q.S Al-Baqarah: 30)

Quality of Islamic Education

Islamic education is a conscious and systematic effort carried out by office holders or educational responsibilities both at home, school and society to develop human capabilities that are based on Islamic values. Therefore, Islamic education has a very broad scope in human life. Islamic education is not only the provision of knowledge (Knowledge), but includes spiritual aspects so that education carried out by educators is not an instant process but requires quite a long time. Islamic education as a task for educators to guide what is carried out consciously by educators on the physical and spiritual development of students, so that these students can develop optimally in accordance with Islamic teachings.

The quality of education is the school's ability to operationally and efficiently manage components related to the school so as to produce added value to these components based on applicable norms or standards. The quality program is the main program that will affect the smooth running of an effort and is also determined by demands from requests and users. In general, the quality aspect of education refers to the process of learning and learning as well as learning outcomes. Islamic educational institutions are required to improve the quality of their education starting from the level of Madrasah Diniyah, Raudhatul Athfal (RA), Madrasah Ibtidaiyah (MI), Madrasah Tsanawiyah (MTs), Madrasah Aliyah (MA), STAIN/IAIN, UIN. Then pay attention to the needs of stakeholders related to graduate competencies and technical abilities expected in the world of work later.

The quality of Islamic education will eventually become an eternal need for every education stakeholder. Improving the quality of Islamic education is a first step that must be carried out thoroughly by using all aspects and resources in schools. The basic strategy for improving quality on an ongoing basis is through improving all objects in Islamic education. Starting from increasing educational staff, teaching staff, students, curriculum, learning processes, educational facilities and infrastructure, finances and school relations with the surrounding community. Efforts to improve the quality of education require a communication within a quality-oriented organization that requires a variety of ways so that the message communicated is conveyed effectively.

The Role of the Principal's Work Ethics in Improving the Quality of Islamic Education

The role of the principal as a leader is to be responsible as a whole for the smoothness and success of school functions and activities, in that role there are obligations and responsibilities for tasks that must be carried out in the form of activities. The principal plays a role in all aspects of the school, including improving the quality of Islamic education. Quality assurance of Islamic education is a process that is carried out continuously to ensure that all components of the implementation of education achieve quality standards that have been set and aim to renew the educational process. The role of the principal in this case is very necessary, because with a leader in the school, all processes and activities in the school will go well. One of them is regarding improving the quality of Islamic education, where the principal has the responsibility to make the schools he manages have an increasingly better quality of education.

In improving the quality of Islamic education, a new change or innovation is needed and even better efforts, because the challenges in the future era will increasingly demand Islamic educational institutions to keep up with the times. The role of the principal in this case is very necessary, because the principal is the highest leader in the school. The principal has the authority to make a change for the betterment of his school. The responsibility of a school principal is very heavy, because the principal must be responsible for everything that happens in the school. The quality of education is one of the most important things, because an education will be seen from its quality and quality.

CONCLUSION

At the Islamic education level, the role of the school principal is also very much needed. Similar to general education, Islamic education also requires a leader who is able to bring Islamic education to a better direction. The principal plays an important role in various aspects related to schools, one of which is related to the quality of Islamic education. The quality of Islamic education will increase if it is led by a school principal who can fulfill his work ethic well. A principal is responsible for everything that happens in a school. In Islamic education, the principal must also fulfill his obligations as a Muslim, moreover he is the highest leader in the school, so he must set a good example to the school community.

The role of the principal in this case is very necessary, because the principal is the highest leader in the school. The principal has the authority to make a change for the betterment of his school. The principal must have multifunctional abilities, in which he can become an educator, manager, administrator, supervisor, innovator, motivator and so on. This is because the role of a school principal is very influential in the processes that exist in the school.

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