THE EFFECTIVE STRATEGY FOR EDUCATIONAL MANAGEMENT: A QURANIC PERSPECTIVE

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ABSTRACT

The world is nowadays increasingly challenging to see the education sector as an important factor and to be a priority in achieving the success of the country's vision. The concepts and systems of management are organized and drafted according to modern world development, and each country competes to show the success of their educational products. The world management and administration system always refer to the theory and system of western studies, but even though the study has been structured and modelled its strategy, there are finally some vacancies that make it not strong. Is it because of the quality of teachers? Unproductive administration system? Or the weakness of education management? Through the method of documentation, this study found that education management needs to be managed wisely by all the affected people. It needs consistency or productive education management. Since students are the products that need to be built and polished, the success of the product will ensure the country's future generation and the next. Hence, management from the perspective of the Quran is seen as the basis and principle of the national education management strategy.

Keywords: *Management, Education, Strategy, Malaysia, Islam*

INTRODUCTION

During this time of explosive technology, various parties have strived to provide quality education opportunities to those who want to improve the level of education. Malaysia's education through the process of upgrading from time to time from various angles, but what is important in a system is the result of the system, as well as education. The success of the educational system will be measured based on the effectiveness of producing quality students with integrity in life. And the beginning of the formation and the creation of this product starts from the top leadership of the school or the institutions of higher education, either referring to the leadership character, the management system used or the leader's strategy in education management.

Accordingly, the leadership cannot be separated in education. Leadership is an attempt to influence other people to achieve the desired outcomes (Cuban, 1988). Success in the education system of a country associated with excellence in leadership education institutions is starting from a low level to a higher level (Kantrowitz & Wingert, 2000). Therefore, in the context of education, a paradigm shift that continues to be done for a variety of global and local challenges born out of an educational environment that is constantly changing (Mat et al., 2017).

When referring to the effectiveness, various reforms and restructuring of education towards the effectiveness of education and school development are being undertaken, not only in the West but also in the Asia-Pacific continent including Malaysia (Cheng, 1996). Recent technological developments such as the emergence of Information Highway have enhanced public awareness, educators and administrators on several issues related to education. Management control of the education system, aspects of accountability and transparency in the implementation of education policy has led to responsibility and workload of more growing profession (Hee, 2002).

THE QUALITY OF EDUCATION MANAGEMENT: AN ISLAMIC PERSPECTIVE

The word education in Arabic uses several words that refer to education. Among the frequently used words is *tarbiyyah* which refers to the process of developing individual potential, nurturing or educating for a comfortable and mature state. *Ta'lim* refers to the process of conveying or receiving knowledge that is normally found through training, instruction, guidance or other forms of teaching. *Ta'dib* which refers to the process of building character and teaching the fundamentals of social life, including understanding and accepting the most basic principles of justice (Rosnani, 2006; Halsted, 2004; al-Attas, 1979).

In the context of Islam, education is the education or the education of cognitive, physical and spirit to create a better humanity. The definition of this philosophy focuses on the establishment of a human individual to be really perfect not only in terms of increasing knowledge, even in terms of moral and spiritual formation (Murshid, 1975). According Thoha (1996), Islamic education is the education of the philosophy, objectives and theories developed to implement educational practices that are based on Islamic values contained in the Quran and Hadith. While al-Attas (1992) gives an understanding that Islamic education is an attempt by educators to educate their children on the recognition and recognition of the true places of everything from the rules of creation to guide them towards goodness (Zakaria et al., 2012).

However, Islam does not see the education of a narrow scope, it is not limited to worldly education, merely covering the two fields in the world and hereafter. This proves that Islam does not concern itself with high intellectual achievement, but it must be complemented with a clear understanding of the Islamic religion itself to produce outstanding people in the world or in the hereafter (Zakaria et al., 2012).

In organizations and educational institutions, effective leadership and administration is a key element in the success and fall of an educational institution. For the members of the organization aims to achieve a higher level as well as at school, emotional and cognitive organization members are challenged to be dealt with by the leaders and they also have to manage their own emotions towards effective leadership practice (Grobler, 2014).

Bolman and Deal (1994) proposed a change to be made to the leadership in schools to be able to give instructions and equipment, build a solid vision and strategy, forming committed employees and encourage them to be proactive in the organization. School administration and management is an important aspect of managing a school effectively and systematically in determining the quality of education and academic achievement of students (Abdul Shukur, 1988).

The best management system should be accompanied by perfect guidance and planning. The system of management in Islam actually started from the time of the Messenger of Allah (pbuh) again and continued by his Companions until it was developed little by little until now. According to al-Abidi and al-Syaybani (2010) that the Islamic management and administration policy is based on two Naqli arguments which generally describe the basic principles of quality management system. Surah al-Zukhruf verse 32 and al-Tawbah verse 122 in the Qur'an explains in respect of an action to be implemented (ie management or division of human beings into certain groups) to manage and administer more effectively towards achieving a goal (ie acquiring knowledge and knowledge). Thus, both of these aspects of the action and serve as the basis for the system or process management.

Accordingly, there are four basic principles of quality management system which will be discussed in this article that led to a direct impact on the satisfaction of employees in the characteristics of quality management systems namely:

Insaniah Concept

An employee either as a leader or an employee should apply the nature of the humanity in managing a matter. Allah says so clearly related to the concept of slavery is through Quran in *sura al-Zariyat* verse 56. Therefore, a person who has the *Insaniyyah* principle (true humanity), is sure to perform all the trust and duties perfectly because he is so convinced of the will and determination of Allah SWT since the beginning of time. This situation coincides with the provision of Allah SWT namely the leadership soul entrusted since the prophet Adam AS. Again, as the first caliph in the world. This great tribute and recognition is given to humans who need to manage their systems and environment as best they can. Allah

says in the Qur'an, al-Baqarah verse 30 as a guide to human conduct administration and management system in the world, then Allah sent down the scripture through the prophets and apostles (Hasan et al., 2013).

Ihsan Centric Nature of the Tawhidic

The management system supported by the nature of courtesy with the value of faith and belief in God distinguishes it from the Western and Eastern management systems. The nature of its impact is clearly reflected courtesy if infused with the soul of a human instinct. This is because the nature of Ihsan (like doing good) is related to aspects of excellence in work because someone will do the job more than the minimum requirement. This is further emphasized by the word of Allah in the Quran, Ali Imran verse 134.

To get a more effective impact, the nature of this goodwill must be based on the value of Tawhidic true. Accordingly, Mohd Affandi (1992) explains that Tawhidic paradigm is as a method of knowledge based on the existence of God Almighty and none like unto Him, the Creator of all creatures. So, if a management system that is tied to the concept of strong faith Tawhidic only to Allah and His Messenger, surely the system will run smoothly and quality. This high commitment to Tawhidik concept has also resulted in an effort to uphold justice in all aspects. In an organization, for example, if justice and equality exist between the management and the workers, it would create a high level of satisfaction between them and bring about universal happiness (Hasan et al., 2013).

Management with Syura

West often expresses how much the principle of consensus, cooperation and meets a positive impact on the satisfaction of employees in an organization (Ebrahimpour and Withers, 1992; Dimitriades, 2000). However, the concept of consensus they have only provided external achievement. In contrast to the concepts emphasized by Islam based on the Quran and the Sunnah of the Messenger of Allah (pbuh) who are very concerned about the observance of every day's action. Based on the two verses of the Quran from *Sura Ali Iman* verse 159 and *al-Shura* verse 38 has clearly illustrated the impetus for Muslims to practice *Syura* or the concept of collaborative meeting in any activity and then relying on Allah to achieve its goal which is expected (Hasan et al., 2013).

According to Mohd Affandi (1985), an employee will assign a performance division into three main goals namely: (i) Establishment of a management philosophy based on the book of the Quran and Sunnah of the Prophet Muhammad, (ii). Prior to the birth of a leader or manager who has high character or morals, and (iii). The implementation of an organization's management practices that will secure success in this world and the hereafter.

Istiqamah Culture and Commitment

Istiqamah is defined as being firmly established in true, consistent, persistent and believing beliefs. The brave individual will work diligently, striving diligently and struggling to achieve his goals. In this connection, Allah certain states the term *istiqamah* through his words in the Quran, Surah Yunus verse 89 and al-Tawbah verse 7. Both of these verses prove that Islam is deeper into providing the definitive commitment of a consistent attitude towards confession of faith and Islam and sincerely devoted themselves to Allah for the sake of hope of redeeming and the happiness of the world and the hereafter. Reflecting on this principle, an individual will be content to work better and effectively (Hasan et al., 2013).

Therefore, it is important to implement the elements and elements of Islam on the basis of national education management. Because education is a powerful tool in shaping the field of sustainable development and human society and the state. The strength of a nation and a civilization is judged from the point of educated people with knowledge and wisdom. Changes of construction lumber to concrete elements of stone and iron is a process of improvement and enhancement of science that evolved from one time to the current one. Every development that the world is going through is the result of the give and back of science. In fact, the 21st century is witnessing the gathering of information and learning can take place only with the fingertips, and this will increase the level of public knowledge in all aspects and fields. However, education product issues are still at an alarming level.

As a result, a new approach has been identified through the efforts of democratic dialogue among citizens, especially school principals and teachers (Maranville, 2011). The effort led to a collaborative culture among stakeholders in education which ended with a positive change in teacher teaching and student learning. However, there is still ambiguity on the mechanism to guide the school so that they can achieve the goals of the organization. And this annoyance is the responsibility of the management in ensuring the quality of teachers, the quality of the education system, the quality of the management system and the quality of the students' effectiveness in producing the products needed by the country. Therefore, it is important for every level in the education community to take responsibility for their role in achieving the goals and objectives of national education.

CONCLUSION

The strength of a nation begins with the power of educated people. Developed countries are examples of countries that educated citizens. Therefore, it is important to be done to ensure that the education sector will continue to grow in quality to produce first class educated people. In making western countries as an example, sometimes people often view religion as an ancient thing. When referring to matters such as administration, psychology, medicine, and others, the focus will continue to the western perspective, and simply regard religion as a matter of worship and law alone. Whereas in the management and administration were discussed earlier by Muslims through the Quran. Hence, four principles have been issued from the Quran to be the basis or the principle of building better education management in the future whether in the world or hereafter.

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