



Journal of Leadership, Management and Policy in Education

Master of Educational Administration
Universitas Muhammadiyah Kendari

Application of the Concept Planning, Organizing, Actuating, Controlling in Improving the Quality of Education at Madrasah Ibtidaiyah Wathoniyah Cirebon

Ilham Agustian Widia Yusuf¹, Andri Kohar², Ika Sartrika³
STAI Darussalam Kunir, Subang, Indonesia^{1,2,3}
e-mail korespondesi: widyayusuf89@gmail.com

Copyright ©2024 Ilham Agustian Widia Yusuf, Andri Kohar, Ika Sartrika, all rights reserved. Authors agree that this article remains permanently open access under the terms of the CC

Attribution-NonCommercial-ShareAlike 4.0

History of manuscript: submitted: 10/06/2024 | reviewed: 29/07/2024 | accepted: 01/08/2024

ABSTRACT: This study investigates the application of management functions in enhancing the quality of education at Madrasah Ibtidaiyah Wathoniyah Putra Buntet in Kabupaten Cirebon. Despite the potential for good management to improve educational quality, the current management practices at this school are ineffective and inefficient, leading to poorly implemented programs and plans. The research aims to: 1) explore the application of education management functions; 2) understand the management practices at Madrasah Ibtidaiyah Wathoniyah Putra Buntet; 3) identify factors that hinder and support quality improvement in education. The research focuses on the management functions of planning, organizing, implementing, and controlling. Utilizing a qualitative approach, the study seeks to understand the experiences of the research subjects through observation, documentation, and interviews. Data analysis involves reduction, presentation, and conclusion drawing. Findings indicate that while the management functions are recognized, their execution is insufficient, resulting in ineffective programs. Inhibiting factors include inadequate infrastructure, insufficient funding, and low-quality educators. Supporting factors are strong leadership, good coordination and cooperation, and teachers' classroom management skills.

Keywords: *Education Quality, Implementation of management Functions, Management Education.*

Application of the Concept Planning, Organizing, Actuating, Controlling in Improving the Quality of Education at Madrasah Ibtidaiyah Wathoniyah Cirebon

DOI: 10.51454/jlmpedu.v2i1.618

pg. 1

ABSTRAK: Penelitian ini mengkaji penerapan fungsi manajemen dalam meningkatkan kualitas pendidikan di Madrasah Ibtidaiyah Wathoniyah Putra Buntet di Kabupaten Cirebon. Meskipun manajemen yang baik dapat meningkatkan kualitas pendidikan, praktik manajemen saat ini di sekolah ini tidak efektif dan efisien, menyebabkan program dan rencana yang ada tidak terlaksana dengan baik. Penelitian ini bertujuan untuk: 1) mengeksplorasi penerapan fungsi manajemen pendidikan; 2) memahami praktik manajemen di Madrasah Ibtidaiyah Wathoniyah Putra Buntet; 3) mengidentifikasi faktor-faktor yang menghambat dan mendukung peningkatan kualitas pendidikan. Penelitian ini berfokus pada fungsi manajemen perencanaan, pengorganisasian, pelaksanaan, dan pengendalian. Dengan menggunakan pendekatan kualitatif, penelitian ini bertujuan untuk memahami pengalaman subjek penelitian melalui observasi, dokumentasi, dan wawancara. Teknik analisis data meliputi reduksi data, penyajian data, dan penarikan kesimpulan. Temuan menunjukkan bahwa meskipun fungsi manajemen diakui, pelaksanaannya belum memadai, sehingga program-program tidak berjalan efektif. Faktor penghambat meliputi infrastruktur yang kurang memadai, pendanaan yang tidak cukup, dan kualitas pendidik yang rendah. Faktor pendukung adalah kepemimpinan kepala sekolah yang kuat, koordinasi dan kerjasama yang baik, serta keterampilan guru dalam mengelola kelas.

Kata Kunci: Kualitas Pendidikan, Manajemen Pendidikan, Penerapan Fungsi Manajemen.

INTRODUCTION

Education is one of the main pillars in the development of a nation. However, one of the educational problems faced by Indonesia is the low quality of education at every level and educational unit, especially primary and secondary education (Sulisworo, 2016). This issue is closely related to government policies that concern the basic needs of the people. The quality of Indonesian human resources is influenced by the quality of education received, which in many cases is still far from expectations (Muttaqin, 2018).

Improving the quality of educational institutions should be a top priority for their managers. Educational quality has become a significant attraction for society, and parents are now more selective in choosing educational institutions for their children. They tend to opt for institutions with superior quality, even if it means higher costs and more time to take their children to schools farther from their homes.

Management in educational institutions is a key factor driving institutional success, as good management can enhance institutional performance. Any

organization, regardless of its form, if managed well and according to professional management principles, will have tremendous strength and good quality. As the saying goes, "Well-organized discipline overcomes unorganized goodness" (Esteban, 2017).

In the context of education, management is the science and art of organizing, controlling, communicating, and utilizing all resources within an organization by using management functions (Planning, Organizing, Actuating, Controlling) so that the organization can achieve its goals effectively and efficiently. The school principal, as the driver of teacher performance improvement, is required to have a broad vision, mission, and insight as well as adequate professional ability in planning.

Based on observations at Madrasah Ibtidaiyah Wathoniyah Putra Buntet, Cirebon Regency, it was found that educational management at the school has not been running well. Several indicators were identified, including the principal's failure to implement management functions properly, lack of well-designed future learning programs, insufficient guidance from the principal on teacher performance, ineffective and inefficient classroom learning, infrequent meetings with teachers to evaluate programs and learning, and the fact that not all teachers have undergraduate qualifications, with only the principal pursuing graduate-level education.

Based on these preliminary observations, the author became interested in researching and studying the Implementation of Management Functions in Improving the Quality of Education at Madrasah Ibtidaiyah Wathoniyah Putra Buntet, Cirebon Regency. This research is expected to contribute both theoretically and practically to efforts to improve the quality of education through the effective application of management functions in educational institutions.

METHOD

his research utilizes pedagogical and educational approaches to explore the principal's ability to enhance teacher performance. The approach employed is qualitative descriptive, aiming to describe and analyze phenomena, events, social activities, attitudes, beliefs, perceptions, and the thinking of individuals and groups (Bachri, 2010; Nawawi, 2005). Data collection techniques in this study involve three main methods: observation, documentation, and interviews. Observation is conducted to directly observe teaching and management activities at Madrasah Ibtidaiyah Wathoniyah Putra Buntet. Documentation is gathered through reviewing relevant documents such as schoolwork programs, teacher performance reports, and student academic data. In-depth interviews are conducted with the principal, teachers, and administrative staff to gain deeper

insights into the implementation of management functions.

The sources of data in this research include primary and secondary data. Primary data are obtained directly from observations, interviews, and interactions with relevant parties at Madrasah Ibtidaiyah Wathoniyah Putra Buntet. Secondary data are sourced from school documents, annual reports, and literature related to educational management and quality. Data analysis techniques used in this study involve data reduction, data presentation, and conclusion drawing. Data reduction involves summarizing and selecting relevant information for the research objectives. Data presentation is done in narrative form to facilitate understanding and further analysis. Conclusion drawing is performed to address the research questions and achieve the established objectives. Through this approach, the research aims to provide a clear picture of the application of management functions in improving educational quality at Madrasah Ibtidaiyah Wathoniyah Putra Buntet, Cirebon Regency.

FINDINGS AND DISCUSSION

A leader is someone who must be able to understand himself and others. He must be able to see to what extent he has his abilities and shortcomings, and then he must use his skills so that what he trusts is going well and achieving his goal. In this case, the head of the school is a leader in the school who faces many challenges and obstacles. In an era that demands quality or even achievement, there is no exception to the whole school which is racing to be a school that is performing and popular. So, a school or an educational institution needs a leader, as many as a competent head of school and a professional in it.

So as the head of the school in running the existing programmes requires planning, and in planning the more to pay attention is what to do and who will do it. So, planning here means choosing a set of activities and the next departure of what to do, when, where, and by who. Good planning can be achieved by considering the conditions in the future in which the planning and activities to be decided will be carried out, as well as the current period at the time the plan is made. Planning is more important than management. The necessity of this planning lies in the fact that man can change the future according to his will. Man must not give in to circumstances and a certain future but create that future. The future is the result of the past, the present, and accompanied by the efforts we are going to undertake. Application of Management Functions in Improving the Quality of Education

In order to a good education, a good management is necessary. Good management of course refers to the management functions themselves, where the functions intended are not other than POAC. Management should be applied in an

effort to maintain teaching learning activities because by applying management aspects such as planning (planning), organizing (organizing), implementation (actuating), as well as supervision (controlling), then the teaching activities can run planned, systematic, continuous and the goals that have been created in this case students can reach the standard of quality of education that has been determined. The management of education management in Madrasah Ibtidaiyah can be seen from the learning planning and integration of the school management system. If there's no planning, it means no decision and no management process. In the planning process, what should be defined is the purpose of a program that has been created, the procedure, as well as the guidelines or formats used in achieving the desired goal. Learning planning will affect the quality of graduates of educational units, therefore, the government has made government regulations on national standards of education to regulate the management of education stated, "Learning process planning includes curricula and learning implementation plans that contain at least the learning objectives, teaching materials, teachings methods, learning resources, and evaluation of learning outcomes".

Basically, planning happens in sumo type of activity. Planning is the basic process of formulating goals by means of achieving them. Systematically, planning in management functions is the execution of such a management function, with the existence of achievement planning will be easy to. Furthermore, good planning is the key to success in the effort to change, it is better to take the time to draw up a plan of action, than to have to undertake congestive action that slows down time and purpose.

Based on the data obtained that in the Madrasah Ibtidaiyah Wathoniyah Putra Buntet there has been a planning thinking about how to implement the functions of the management. With all the limitations and shortcomings that he had, his thinking and planning remained ideally structured.

Planning or a mature strategy without coordination will be difficult to run properly. Therefore, it is necessary to hold a binding organization of all existing components. Organization intended to place the organization's instruments in a suitable place to run the organization's wheel. In educational institutions, organizational means the implementation of teaching learning activities as planned and carried out by team units or staff responsible in their respective fields. All the parties involved in such activities must be organized as best possible, to maximum productivity of work. Unlike the Graton stake holder, the primary objective of an organization is to manage the workforce in order to satisfactory performance in the obstacles facing it, not maximum achievement.

At the stage of the organization of the management functions that exist in Madrasah Ibtidaiyah Wathoniyah has gone well this can be seen from the division

of tasks, programmes, as well as the committee formed to run the school programmes.

Organization is the activity in carrying out the preparation of a working team to complete the work established to the organizational goals effectively and effectively. In accordance with the planning carried out includes long-term and short-term planning, then to organize the activities in Madrasah Ibtidaiyah in achieving the long- and short-term goals also carries out the formulation of the working team in the form of long term and short. The quality of these teachers and teaching staff is not only judged in terms of the final degree, but also in their ability to convey the material of the lesson with certain methods and techniques, even though sometimes in administrative terms there are some teachers whose degrees have not yet met the minimum standards. But they're considered professional because in terms of quality they've been completely tested. In the implementation of school programmes supported by the presence of democratic and professional school leadership, the head of school and the teachers as the core implementing force of the school programme are those who have professional integrity.

The success of school programmes is supported by the compact and transparent teamwork performance of the various parties involved in school education, for example, the parties involved work together harmoniously according to their respective roles to create a madrasah that is proud of all parties. They don't show power or the best of service, but each contributes to the effort to improve quality and school performance in a kaffah way.

In order to the school's objectives, student management includes at least four activities, namely the admission of new students, learning progress activities, guidance and discipline building and monitoring.

Movement is an actualization of planning and organization in concrete terms. Planning and organization will not the set objectives without the existence of actualizations in the form of activity. Planning is like the start line and the movement is the movement of the car towards the desired destination of the finish line will not be achieved without the car's movement.

Movement can be defended as an act of the manager to give incentive to his subordinates either individually or collectively, formally, or non-formally, through certain approaches so that the spirit to do the task grows, so that it is the spirit of doing the task without any coercion in order to the goal.

At the stage of management of education in Madrasah Ibtidaiyah Wathoniyah is not running according to what is expected, this can be seen from the presence of programmes running but does not get satisfactory results for example the short-term program is to increase the number of students.

Control can also be called surveillance. The function of surveillance is to identify the effectiveness of the organization based on the planning that has been made. Similarly, supervision covers the effectiveness of each organizational and leadership program. Surveillance is necessary as a consideration in conducting organizational policy (education) in the future. In other words, supervision is an important management function in an organization, all the previous functions will not be effective without being accompanied by supervision functions. Surveillance is the process of monitoring all organizational activities to ensure that all work carried out in accordance with the established plan.

Planning, organization, and implementation will not go well without supervision. The surveillance carried out in Madrasah Ibtidaiyah has been implemented, the monitoring is seen from the results of interviews with the leadership there is good oversight.

Education management in learning quality planning requires preparation of mature planning so that through the planning of learning quality the school can produce a school program that meets the needs of educational customers. From some of the above exposure can be concluded that Management of management functions in improving the quality of education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet in enhancing the education quality in madrasah ibtidaiya school belongs quite well, proven by most of all activities in the process of implementation of the functions of management running effectively. The results of the implementation of management functions based on madrasah in Madrasah Ibtidaiyah Wathoniyah Putra Buntet are not terrealized properly and effectively because what is obtained from the application of management of POAC in Madraza Ibtidayyah Watoniyah is not fully of these programmes achieved.

Management of Education Management in Madrasah Ibtidaiyah Wathoniyah Putra Buntet District of Cirebon in improving the quality of education

Education management in Madrasah Ibtidaiyah Wathoniyah Putra Buntet district of Cirebon to improve Mutu education in its management based on management functions POAC (Planning, organizing, Actuating, dan Controlling). Through learning quality planning Madrasah Ibtidaiyah Wathoniyah contains the learning planning that will be taught in a learning. Before learning takes place, the teacher will prepare things related to the implementation of learning. As the result of the interview with the head of the school that: "Planning in learning that is done by the teacher is the planning which will be taught in the learning.

Management of education in quality planning of learning requires preparation of mature planning so that through quality planning such schools can produce school programmes that correspond to the needs of educational customers.

Mutu learning in Madrasah Ibtidaiyah Wathoniyah Putra Buntet district of Cirebon education seen learning planning, according to the head of the school (Bab Ghoutsul Anam, M.Pd) said that: "For planning, the teacher will prepare in advance related to the preparation of the learning process among them: a) Describe the purpose of learning formulated in the operational form of knowledge, attitude, and skill, in the behavior of the student; b) Determining material in accordance with the specified competence. Study basic competence and competence standards and use learning resources; c) Organize materials based on sequence and groups. Adjust to the potential of the student, the level of development, the benefits for the student; d) Allocate time tailored to effective weeks and lessons per week considering the amount of competence. In this case, the teacher allocates 35 minutes per meeting; e) Determine the appropriate learning methods The methods used are lectures, questions and answers, discussions and others; f) Determines the learning media, practicum equipment, and materials to be used The media used is the writing board, oral and electronic media; g) Determines the corresponding learning source The learning source used is a package book, Theme book, or other supporting learning; h) Detirms the appropriate evaluation technique.

Besides the concept of thinking in planning there are things to be done to improve the quality and purpose that is directed for the time to come then needed in Madrasah Ibtidaiyah Wathoniyah that is to compile and formulate the vision and mission, in the formulation and formulation of vision and missions this author wants to know how how the preparation and formulation of such vision and the mission in this case one of the teachers said that:

"In the drawing up of the vision and mission is done through the meeting, and the whole element of the head school, the deputy head school and the entire board of teachers and committees are invited together in the drafting of the mission and vision."

Further to find the truth the author interviewed the head of the school and teachers in the field of student hood in this regard said:

"It is true in formulating and formulating a vision and mission that we meet and gather all the teachers and are invited together to formulate the vision and the mission through workshops and together teachers can socialize it and jointly accountable according to the outcome of the meeting."

After the author obtained information about the preparation of the vision

and mission, the author interviewed the head of the school about what the mission and vision had been arranged and formulated, Madrasah Ibtidaiyah Wathoniyah, head of school again explained:

“Madrasah Ibtidaiyah’s mission is to apply Islamic educational patterns in all the teaching processes, form students who believe and know and be able to practice them in daily life, facilitate greetings in everyday life, practice worship, be polite to parents, teachers and fellow teachers, encourage reading enthusiasm, develop competitive knowledge skills in imtaq and iptek.”

In another section the head of the school again explained that the planning process as a process in managing or managing the office consisting of the planning carried out on Madrasah Ibtidaiyah Wathoniyah:

"In its long-term and short-term forms, the long term includes administrative service, improvement of means and means, enhancement of the capacity of human resources and, not least, the improvement in the discipline of educators and educators, while the short-term planning in the form of the implementation of routine activities as well as those of an incidental nature by orders of the head of the Ministry of Religion".

Back the author asked the head of the school in order to obtain a more objective explanation, which had been given by the teacher, the head stated: *"In the classification of planning that the human resources in determining the workload and its tasks are bound by using SK"*. From some explanations above it can be understood that the planning process carried out at Madrasah Ibtidaiyah as a process in managing or managing the office consisting of long-term planning in the form of administrative service, improvement of means and means, increase of capacity of human resources and not less important improvement in the discipline of educators and education in the learning process. Whereas the short-term plan in the way of the execution of routine activities as well as the nature of incidental orders of the head of the Ministry of Religion, such as the implementation of the ceremony of August 17th, hardiness, or execution the activities of the Islamic Easter commemoration. Besides, there is also a planning that is done for activities in the school also this is done by means of meetings or discussions involving elements of public figures, such as conducting activities 17 August in school by holding races between students. While the Management System in the Organization is an activity in carrying out a team of work to complete the work set to effective and effective organizational goals then the author wanted to obtain an

image that exists in Madrasah Ibtidaiyah Wathoniyah, the head of the school said: *"Specialization of the Organizational Structure is done based on the proposition of the staff and seen from the results of the evaluation"*.

Further to obtain a more accurate explanation conducted interviews to some teachers Madrasah Ibtidaiyah Wathoniyah they stated: *"According to some teacher structure is structured based on the level of office while the placement of teachers according to ability"*. Besides, according to the teachers from the results of interviews about activating and making an organization effective it should be done: *"With management controlling or monitoring continuous or continuous as well"*.

In addition, according to the head of the school that effectively and activate the organization in particular its resources, he said: *"It was done in the selection of human resources in the determination of the workload and other tasks connected with SK, and there is an evaluation of work and direct supervision"*.

In the other part of the interview about tufoxia and grouping of work as well as whether there is involvement of others in the organization structure in Madrasah Ibtidaiyah Wathoniyah head of school took and translated that:

"The organization of work is based on staff roles and evaluation outcomes, involving the effective division of tasks among human resources through good cooperation and tolerance. The school administration includes various departments: financial staff, student affairs, dining services, and student activities. Additionally, there are sections dedicated to curriculum development, curriculum representation, facilities management, security, and teaching processes, each managed by their respective coordinators."

In this regard, the teachers and employees say that:

"The grouping is aligned with the respective tufoxies, and the tasks are handed over with all the resources available, and there is no involvement of the organizational structure with other parties except the committees as the line of coordination".

It can be explained that the process of team organization in order to perform tasks in Madrasah Ibtidaiyah Wathoniyah more efficient and successful use then need to be set the description of tasks and structure of the organization, this is a long-term goal. The organization of this short-term working team includes working teams in completing office work either annual routine activities such as completing Ceremonies, MTQ and other activities. The organization of this working team is carried out with meetings or meetings of officials and members

of Madrasah ibtidaiyah Wathoniyah, also involves parties related to work such as in maintenance or following MTQ, will involve funding teams such as the Ministry of Religion, public figures, and religious figures. The established form of the work team (the fields of work of each Officer) will be tailored to the needs of the staff and are flexible in nature and are not equal between one activity and the other.

Actuating or execution is a stage of the process of management functions that are carried out after the organization has the planning and conducting the organization. The head of Madrasah Ibtidaiyah Wathoniyah Putra Buntet explained that:

“The first step I took was to provide the formation of intellectual cadres who master religious sciences and general education so that the skills and quality of the educators and pupils and so that pupils get used to practicing religious values. Implementation of a program also makes teachers and other staff as teams in successful activities or programmes. In order to maintain the professionalism of teachers and staff and improve their performance, I, as the head of the school, conducted a number of programmes such as Study Reference to superior schools and training such as KKG (Teacher Working Group) so that the use of information media can also be applied in learning.”

“In the implementation of the school program plan the ability to lead the head of school is very important because without the good management and supervision of the head and the cooperation of teachers the program implementation would not be achieved. One of the things that the head of school does to the school's goal is to provide training or training to us as teachers to improve quality and professionalism.

“The activities carried out in order to make a profit of the program that becomes the goal of the school is one of them to do training like the KKG which aims to enrich knowledge in using technology such as the information media used in the learning process. Then the head of the school also gave a framework on the mastery of religious sciences and general education in order to improve the quality of teachers and students in this school”.

In order to produce the learning process teaching a teacher must be able to manage the class to create a conducive atmosphere. One of the classroom management activities that teachers do in the learning process is to arrange the student seats and use the learning media properly.

The 2013 curriculum in this school is almost 100% implemented, can be seen from the use of scientific approaches in the standard of its learning process and using authentic assessments where all aspects must be assessed ranging from the measurement of attitude competence, skills and knowledge. From the explanation above it can be concluded that in order to earn a program that is the goal of the school is one of them to conduct training like KKG which aims to enrich knowledge in the use of technology such as the information media used in the learning process.

At the stage of the Supervision of the Head of Madrasah Ibtidaiyah School performing supervision on the performance of teachers as well as all the activities that are the school program, he said that:

“Each two months of learning, supervision is carried out on the learning administration such as RPP, curriculum, presence lists and teachers’ learning methods to improve teacher performance as well as monitor the activities performed by the staff.”

“Overview is usually done by the head of the school in relation to the presence of teachers and staff, the learning process plan such as the strategy and methods of learning carried on by teachers in the teaching learning process.”

“In fact, the head often performs supervision indirectly usually he monitors the process of teaching in the classroom, and how the teacher communicates and channels material to his pupils. Then the direct supervision usually takes place every two months learning and is supervised is the entire process of administrative development that exists in the school.”

It can be concluded that the supervision in the Madrasah Ibtidaiyah Wathoniyah is good because the oversight of the head of the school is carried out periodically i.e. every two months. From several exposures above it can be inferred that the management of management functions in improving the quality of education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet in enhancing the educational quality in the madrasah ibtidaiyah school belongs quite well, proven by most of all the activities in the process of implementation of the functions of management running effectively.

Factors of Obstacles and Success in Improving the Quality of Education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet

The quality of education depends on the educational input or resources. The intended resource or input is the human resources, means, software and goals that the school wants to and the processes in it so that the students who are the goals of the development of the quality can be achieved To know the driving factor in improving the quality of the education of Madrasah Ibtidaiyah Wathoniyah, it is explained as follows:

“In the implementation of the management functions in Madrasah Ibtidaiyah there are things that can support the improvement of quality of teaching itself, things that support the execution of the training function consists of 1) the existence of programmes made in this school, it can be seen from the short, medium and long-term programmes. 2) the participation of school heads and teachers, in the activities of both the school activities inside and outside the school itself. 3) the confidence of the community in the school”.

“The supporting factor in the implementation of the improvement of the educational quality in the Madrasah Ibtidaiyah Wathoniyah is the presence of directions and guidance from the foundation leadership in order to develop the madrasah, in addition to the existence of programmes that have been made in the development of the school, and there is a team of teachers who participate in the school’s development.”

The form of supervision of the head of school as well as the process that is in it is also a support for achieving the quality of education, especially with strategies designed such as guidance of learning on specific subjects and the involvement of parents of students in learning. But there are times when such strategies have obstacles and supporters to the achievement of quality education.

While the Hindering Factors in Improving the Quality of Education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet. As explained by the head of Madrasah Ibtidaiyah that:

“The inhibitor factor is a very common thing that happens in every school in Indonesia such as facilities and facilities, the low quality and quantity of the facility and facility becomes one of the inhibitors to the improvement of the quality of education in this school, without the supporting facilities or facilities then the learning process of teaching in the classroom will be lagging behind. Then the lower budget and cost of education became a very influential factor in achieving the quality of education.

"The ability and skill of the teacher in making arrangements in the classroom in the teaching learning process is also one of the factors that influence in the improvement of the quality of education besides it also the lack of programmes running well and communication between the leader, the head and the teachers"

The hindering factor that has been described above is the cause of the school cannot run well in accordance with the intended goals and cannot the program of work that have been made.

Analysis of the Inhibitory and Driving Factors in Improving the Quality of Education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet

Analysis of Supporting Factors

Human resources/educational resources. One that affects the management of education is my human resources, we can see from two aspects, namely quantity and quality. Quantity refers to human resources that are less important than their contribution to development, compared to the aspect of quality. Even the quantity of human resources without accompanied by a good culture will be the burden of the development of a nation as well as with education (kecerdasan dan mental). Therefore, the importance of accelerating a development especially in the field of education, the improvement of the quality of human resources is a primary society. Peordarminta argues that money is money spent to organize, to establish, to do something or to say also to spend, to spend for a cost. Father Salim and Yenni Salim meant that the wreckage was to conspire and pay for the cost. It's like it takes a lot of money and money to finance education. Wahjosumijo explains that the school's funding depends on 1) the conditions of the community where the school is located, 2) the government's policies in the district, 3) the funds allocated are not in line with or meet the high expectations that are burdened on the school.

There is support from various parties such as the head of the foundation, the school leader who has always directed and upgraded the school to be a better Madrasa. The Madrasah Programs of Ibtidaiyah Wathoniyah. The school program is a very important factor in the success of the school, because without the program, then the direction or goal of the trainees would not be likely to go well. It's seen from the programs they're making at the school itself, including short, medium, and long-term programs.

Analysis of Inhibitor Factors

In order to maintain its quality and development in a better direction, the resources and resources program must be evaluated continuously, so that through continuous evaluation, from time to time the resources program and resources will be better, from the results of these evaluations, can be made improvements, development and improvement of the resources programs and resources so that they become more perfect in accordance with the requirements and expectations in order to the educational goals.

Communication between the head with the head of the school and the teacher. The communication between the school's head and his team is often very poorly connected. This can be seen from the results of interviews where the information provided by the head and the head are not all the same, this opinion is proven from the information from the head the receptionist with the Head of Madrasah Ibtidaiyah Wathoniyah Putra Buntet that is often different from each other.

School and community relations will work well when there is agreement between school and community on policy, program planning and strategy of implementation of education in school, so there are no more obstacles to implementing the school-to-community relationship program.

Supervision, the last function of an effort to manage the organization well is the function of evaluation. In Madrasah Ibtidaiyah Wathoniyah Putra Buntet this function has been done with maximum but the results of the interview of the desired target writer have not fully yielded results according to the target, so there has not been clearly measured to what extent the success of the organization. And there's no special program for giving rewards or rewards to staff and teachers who are good and disciplined.

Analysis of the Mutu Education of Madrasah Ibtidaiyah Wathoniyah Putra

From the exhibition of data concerning the Mutu education of Madrasah on the establishment of the quality of the Matrasah Ibtidaiyah Wathoniyah Putra Buntet, it can be formulated that the establishing of the Quality of the Mathrasah ibtidaiya Wathoniah Putra Buntet is: a) the commitment and competence of the head of the madrasah in making the planning, implementing the plan, and evaluating; b) supervision of the chief of school; c) preparation; d) empowering human resources through guidance, support and construction; e. having a Planning Program; f) clear vision and sense; g) action to implement the vision; h) the involvement of the master of the madrasah as a whole; i) stimulating the teacher; j) involving the student guardian; k) working with the surrounding environment; l) using the family system; m. improving the performance; m) enjoying confidence without a burden; n) affecting the activities to diversify; o) not using the means of violence; through the academic execution of additional learning hours;

implementation of additional resources, non-rasing hours of learning, etc.

The quality assessment of education is similar to the implementation cycle of quality proposed by Deming, the PDCA cycle (Plan-Do-Check-Act) which consists of planning measures, implementation of the plan, verification of the outcome of implementation, and corrective action on the results obtained.

CONCLUSION

Based on the analysis of research data on the application of the concept of Planning, Organizing, Actuating, controlling (POAC) in improving the quality of education in Madrasah Ibtidaiyah Wathoniyah Putra Buntet district of Cirebon, then it can be concluded as follows: 1) Implementation of the management function of POAC in improving the quality of education: Planning, Organizing, Actuating, Controlling in Madrasah in the process of implementation of management function is not so maximum. It turns out there are some programs that have not been effectively implemented. So, he hasn't achieved his goal perfectly yet. This management function must be refined to good management education and can be a qualified and proud institution; 2) Management of the management function in the madrasah in improving the quality of education belongs quite well, proved of all the existing programmes almost mostly run efficiently and effectively. The seriousness of the head of the school and the educational capacity is very high. We are constantly evaluating and improving the quality and quantity of education in the school to improve the quality of education; 3) Other supporting factors in achieving the quality of education are the leadership of the head of the school, the school programmes, the support of various parties, coordination, communication, and the ability of teachers in managing the classroom.

ACKNOWLEDGEMENTS

The author extends heartfelt thanks to my Advisor for their guidance and support throughout this research. Gratitude is also due to the principal, teachers, and staff of Madrasah Ibtidaiyah Wathoniyah Putra Buntet for their valuable participation and information. Appreciation is also expressed to family and friends for their encouragement and motivation. Special thanks are given to the organizers of the International Conference on Educational Governance, Policy, and Leadership (ICEGPL) 2024 at Muhammadiyah University Kendari for providing the valuable opportunity to present this research. It is hoped that this research contributes positively to the development of education.

REFERENCES

Bachri, B. S. (2010). Meyakinkan validitas data melalui triangulasi pada penelitian kualitatif. *Jurnal Teknologi Pendidikan*.

Application of the Concept Planning, Organizing, Actuating, Controlling in Improving the Quality of Education at Madrasah Ibtidaiyah Wathoniyah Cirebon

10.51454/jlmpedu.v2i1.618

pg. 16

- Dirhamno. (n.d.). Jurnal peningkatan mutu pendidikan. Retrieved from <http://dirhamandipurnama.blogspot.co.id>
- Esteban, E. J. (2017). *Good, Better, Best!: Fostering Good Work Habits in Children*. Scepter Publishers.
- Mubarok, R. (2021). Pengembangan manajemen sumber daya manusia di lembaga pendidikan Islam. *AL-FAHIM: Jurnal Manajemen Pendidikan Islam*, 3(2), 131-146. <https://doi.org/10.54396/alfahim.v3i2.183>
- Mulyadi. (2010). Kepemimpinan kepala sekolah dalam mengembangkan budaya mutu. Malang: UIN-Maliki Press.
- Muttaqin, T. (2018). Determinants of unequal access to and quality of education in Indonesia. *Jurnal Perencanaan Pembangunan: The Indonesian Journal of Development Planning*, 2(1), 1-23.
- Nawawi, H. (2005). Metodologi penelitian bidang sosial. Yogyakarta: Gajah Mada Press.
- Priambodo, C. (2013). Faktor exacta: Pengaruh penetapan e-learning terhadap peningkatan motivasi dan efektivitas belajar menurut keragaman siswa dan orang tua: Studi kasus SMA LB Pangudi Luhur Jakarta.
- Sallis, E. (2012). Total quality management in education (Manajemen mutu pendidikan) (Cet. XVI). Jakarta: Erlangga.
- Sulisworo, D. (2016). The contribution of the education system quality to improve the nation's competitiveness of Indonesia. *Journal of Education and Learning (EduLearn)*, 10(2), 127-138.
- Terry, G. R. (2000). Prinsip-prinsip manajemen. Jakarta: Bumi Aksara.
- Terry, G. R., & Rue, L. W. (2005). Dasar-dasar manajemen. Jakarta: Bumi Aksara.
- Warisno, A. (2019). Pengembangan sumber daya manusia dalam meningkatkan mutu lulusan pada lembaga pendidikan Islam di Kabupaten. *Ri'ayah: Jurnal Sosial dan Keagamaan*, 33(2), 99-113. <https://doi.org/10.32332/riayah.v3i02.1322>