



Management of Human Resource Development at the Pesantren Nuurushidiiq Cirebon

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Abstrak

Guna menyeimbangkan pengetahuan santri tentang dunia dan akhirat, pesantren merupakan lembaga atau wadah yang sangat cocok untuk menanamkan jiwa kewirausahaan yang bernuansa Islami, khususnya pengajaran melalui ayat-ayat Alquran yang menjelaskan bagaimana menjadi pengusaha sesuai syariat. Tujuan penelitian ini adalah untuk mendeskripsikan manajemen pengembangan sumber daya manusia mahasiswa di bidang kewirausahaan dengan menggunakan penelitian kualitatif deskriptif. Tujuan dari penelitian ini adalah untuk mempelajari lebih lanjut tentang praktik manajemen dan pelatihan kewirausahaan yang digunakan oleh pesantren, serta peran, program, dan metodologi. Pesantren sudah mengoperasikan sejumlah entitas komersial, seperti minimarket Nuurusshidiiq, restoran, pusat bisnis Nuurusshidiiq, fotokopi. Pondok Pesantren Nuurusshidiiq perlu lebih mengoptimalkan pengelolaan dalam rangka meningkatkan sumber daya manusia santrinya di bidang kewirausahaan guna memajukan temuan penelitian ini.

Kata Kunci: Pesantren, Sumber Daya Manusia, Manajemen Pendidikan Islam.

Abstract

In order to balance the students' knowledge of the world and the afterlife, pesantrens are a very suitable institution or forum for instilling the spirit of entrepreneurship with Islamic nuances, specifically teaching through Quranic verses that explain how to become Islamic entrepreneurs. The goal of this study is to describe the management of the development of student human resources in the area of entrepreneurship using descriptive qualitative research. The goal of this study is to learn more about the management and entrepreneurial training practices used by Islamic boarding schools, as well as their roles, programs, and methodologies. Due to the fact that the Islamic boarding school already operates a number of commercial entities, such as the Nuurusshidiiq mini-market, restaurants, Nuurusshidiiq business center), photocopy. The Nuurusshidiiq Islamic Boarding School has to further optimize management in order to improve the human resources of its students in the area of entrepreneurship in order to further the findings of this research.

Keywords: Pesantren, Human Resources, Islamic Education Management.

Introduction

In the context of national education, Pondok Pesantren are a sub-system of non-formal education, namely education that takes place outside the school system (Arifin, 2015). Dhofier in (Na'im, 2021) states that Pondok Pesantren are Islamic educational institutions that have at least three general characteristics, namely the Kyai as a figure or as a central

leader, the boarding school as a place for students, and the existence of Islamic religious education and teaching, through weton, sorogan, and bandongan, which have now developed with the classical or madrasah system (Afandi, 2019).

The existence of Pondok Pesantren as Islamic educational institutions is very dependent on the commitment of the

community as managers, so it is only natural that since the beginning of their growth, Islamic boarding schools have various forms and there is no standardization that applies to all Pondok Pesantren (Ali, 2020). Even though the forms of Pondok Pesantren vary, in general the existence of authentic Pondok Pesantren is always characterized by the standardization of classic books which become mandatory textbooks (kutubul muqarrarah) Whichin society known as the yellow book as well as teaching methods (Almuin, 2017).

Pondok Pesantren as a community educational institution whose existence is directly managed by the private sector, in practice must be able to maintain their existence so that their existence is still recognized by the community (Supriani, 2021). Real conditions in the field many Pondok Pesantren were found that were unable to keep up with developments. The existence of Pondok Pesantren with conditions like this is only a matter of time until they are forgotten by the community. So it is important in this case that Pondok Pesantren prepare the next generation who are certainly able to maintain their existence in society (Abdullah, 2013). One strategy that needs to be done to maintain the existence of Pondok Pesantren is through the development of human resources. Human resource development is important to be carried out in Pondok Pesantren to be able to guarantee the quality of graduates produced by Islamic boarding schools, because after all Pondok Pesantren graduates who have completed their education will deal directly with the community as users or users of such graduates. Therefore, human resource development must receive serious attention based on systematic and detailed planning that refers to the future (Meliani, 2021).

Development is an effort to improve management performance by imparting knowledge, changing behavior, or improving skills (Arifudin, 2018). Furthermore, according to (Hanafiah, 2022) that this human resource management will have a very broad impact on improving the quality of an educational institution. In other words, one way to improve the quality of an educational institution is

determined by successful human resource management.

Human resources are the potential that humans contain to create role as social beings who are able to manage themselves and all the potential contained achievement welfare of life in a balanced and sustainable order (Damayanti, 2020).

According to (Arifudin, 2022) suggests that this human resource management will have a very broad impact on improving the quality of an educational institution. In other words, one way to improve the quality of an educational institution determined by successful human resource management.

For Pondok Pesantrens, the development of human resources (HR) is a must, because in order to achieve progress, the students must fulfill the necessary requirements. By developing human resources, it will make a significant contribution to efforts to improve the future life of students (Rahman, 2021). In this case, Pondok Pesantren as agents for developing students are expected to prepare a number of human resource development concepts, both for improving the quality of Pondok Pesantren and improving the quality of life for students (Bairizki, 2021). Researchers make the Pondok Pesantren Nuurusshidiiq an object of research, because the Pondok Pesantren already has various types of business units which include, Nuurusshidiiq mini market, restaurant, Nuurusshidiiq Business center, and photocopying. All business units owned by the Pondok Pesantren Nuurusshidiiq are used as a means to form independence and manage the organization and become a medium for students to carry out entrepreneurial practices (Arifudin, 2022).

As for all existing business units, they cannot be separated from the responsibility, direction, and management by the management of the Pondok Pesantren Nuurusshidiiq, whether they are alumni or are still actively studying. where the Pondok Pesantren Nuurusshidiiq also provides skills in entrepreneurship to its students to manage these businesses so that there is a balance in religious education and entrepreneurship education. The Pondok Pesantren

Nuurusshidiiq has begun to develop its economic potentials in the field. The business unit is motivated by the daily needs of the students. On the other hand, there is also the desire of the students and also the leadership of the caretakers of the Pondok Pesantren Nuurusshidiiq in handling and managing the economic potential of the students and being used as a medium of learning and training. With the existence of a business unit, the students are very enthusiastic, while the students know how to manage a business, the students can contribute to the pesantren either in the form of charity in terms of material or services or what is commonly called dedication to the pesantren (Darmawan, 2021).

Based on the context of this research, the focus of this research set in the aspects of: (1) HR development planning at Pondok Pesantren which is translated into the development needs analysis sub-focus, setting development goals and developing development strategies, implementing HR development at Pondok Pesantren which is translated into the HR recruitment sub-focus, education and training programs and formation of pesantren culture, and evaluation of human resource development. This research is especially important for Pondok Pesantren managers to be able to become study material that will assist in the process of innovative thinking in developing Pondok Pesantren.

Methodology

This study seeks to analyze and describe management of human resource development at the Pesantren Nuurusshidiiq Cirebon. The writer uses a qualitative approach to analyze management of human resource development at the Pesantren Nuurusshidiiq Cirebon.

The method used in this study uses a descriptive method or approach, according to Zed in (Rahayu, 2020) that qualitative descriptive research can be interpreted as a series of activities related to socially analyzing events, phenomena or conditions.

This type of research is qualitative research. According to Ibnu in (Arifudin, 2023) qualitative research is a study in which

the data is expressed in verbal form and analyzed without using statistical techniques. Based on some of the definitions of qualitative research above, it can be concluded that qualitative research is a study in which the data is expressed in verbal form, does not use numbers and its analysis does not use statistical techniques.

1. Object of research

In this study the research object consisted of 2 (two), namely formal objects and material objects (Tanjung, 2023). The formal object in this study is in the form of data, namely data related to a critical review of the study management of human resource development at the Pesantren Nuurusshidiiq Cirebon.

2. Data Collection Techniques

Data collection was carried out using documentation, observation and interview techniques. The data collection technique according to (VF Musyadad, 2022) suggests that it is the most strategic step in research because the purpose main of research is to get data. There are several ways or techniques in collecting data, including observation, documentation and interviews. Sources of data used in this study include primary and secondary data. According to (Hanafiah, 2021) that primary data is data collected directly from the individuals being investigated or first-hand data. While secondary data is data in the libraries. The primary data in this study are books related to critical reviews of studies on management of human resource development at the Pesantren Nuurusshidiiq Cirebon, and secondary data obtained from both national and international journals.

3. Data Collection Tools

In this research, the writer will use observation, documentation and interview methods as a tool for collecting data because this research is library research. In other words, according to (Ulfah, 2019) this technique is used to collect data from primary and secondary sources.

4. Data analysis technique

Data analysis was not only carried out after the data was collected, but since the data collection stage the analysis process had been

carried out. According to (Supriani, 2023) that the use of a "qualitative" analysis strategy means that the analysis starts from data and leads to general conclusions. Based on this data analysis strategy, in order to form general conclusions the analysis can be carried out using an "inductive" framework.

5. Research procedure

The data in this study were recorded, selected and then classified according to the existing categories. The approach used is an analytical descriptive approach. According to (Nurbaeti, 2022) that analytical descriptive (descriptive of analyze research), namely the search in the form of facts, the results of one's thought ideas through searching, analyzing, making interpretations and generalizing the results of the research conducted. This research procedure according to (Ulfah, 2020) is to produce descriptive data in the form of written data after conducting a thought analysis (content analysis) of a text. After the author collects materials related to the problem to be discussed in this study, then the authors analyze and interpret to draw conclusions.

Findings and Discussions

Organizational development aims to bridge change and development both internally and externally. This is because productivity depends on the performance of the students and also the role of the administrators of the Nuurusshidiiq Islamic boarding school. That is, the quality of the organization is determined by the existing human resources of the santri, and the development of the human resources of the santri is determined by real changes that lead to the growth of the Nuurusshidiiq Islamic boarding school. As for the role of the Nuurusshidiiq Islamic boarding school in an effort to develop human resources for students as entrepreneurship is religious and general educational institutions (formal). The Nuurusshidiiq Islamic Boarding School has carried out developments which were originally just an ordinary Islamic boarding school (salafiyah) which only taught religious sciences, but because the rapid development of the times and also to support the needs of

students and Islamic boarding schools, now formal education institutions (khalafiyah) have been developed connect boarding school material with curriculum government (Cahyadi, 2017).

The Nuurusshidiiq Islamic Boarding School has developed both in terms of concept and practice, as can be seen from the study studies carried out. In addition to Islamic boarding school activities, the Nuurusshidiiq Islamic Boarding School also develops recitation of taklim assemblies with materials including fiqh, nahwu, monotheism and so on. As general material given to the students, it is taken from various yellow books, some of which are translated into Indonesian. The Nuurusshidiiq Islamic Boarding School as a religious education institution provides provision of religious knowledge (theory) so that later it can be practiced in the daily life of students, including in life as an entrepreneur in accordance with the muamalah guidelines in the books that have been studied with the Kyai of the Nuurusshidiiq pesantren.

Pesantren as a based institution entrepreneurship since 2000 the Nuurusshidiiq Islamic boarding school has tried to combine religious activities with activities entrepreneurship, namely starting a community service bureau business and in 2012 the Nuurusshidiiq Marketing retail business was inaugurated at the Nuurusshidiiq Islamic boarding school. The above business activities have continued to this day, and have even become the backbone of Islamic boarding schools' activities. The activities of the above business units can produce students as entrepreneurs by providing them with training and skills. In addition to students being given training and skills from business unit activities, the Nuurusshidiiq Islamic boarding school also provides training and skills in calligraphy, painting, Nuurusshidiiq t-shirt design, printing banners and invitations.

Nuurusshidiiq Islamic Boarding School has activities entrepreneurship in addition to teaching about applied religion. Pesantren Nuurusshidiiq has a base entrepreneur, the students are educated besides being experts in religion as well as students who are experts in

the field of entrepreneurship. Learning Entrepreneurship is direct learning where after the students understand the material provided, then the students can practice it directly. In addition, the material presented is adapted to the entrepreneurial program owned by the pesantren. In carrying out the development of entrepreneurship human resource management that has been applied to the above business, the Nuurusshidiiq Islamic boarding school underlying to the principles of the Prophet (siddiq, amanah, tabligh, fathonah).

Conclusion

Based on the discussion that is viewed from in the strategy for developing human resources (HR) for students in the field of entrepreneurship, the Pondok Pesantren Nuurusshidiiq applies several methods on the job training. The strategy for developing santri human resources using the position rotation method can be said to have been able to develop santri human resources in the field of entrepreneurship effectively. This can be seen from the various data above that the authors obtained, because the period of time is determined and alternately, namely once every two years, although not all of them are implemented in each business unit, they are applied conditionally. The position instruction training method, namely by providing work directly with mentoring by senior santri to young santri, starting from the beginning until the santri really masters the job. The job instruction training implemented at the Pondok Pesantren Nuurusshidiiq can be said to have been able to develop human resources for students in the field of entrepreneurship, because senior students here are tasked with providing training or setting an example for young students effectively and young students have gained a lot of knowledge that has been given by students senior. The apprenticeship method applied by the Pondok Pesantren Nuurusshidiiq is by giving students freedom to learn from someone outside the boarding school, be it an individual or an institution, such as: training in photocopies, administrative training, drinking water depot management training with the Health Service, biogas

production training, and so on with the aim of developing human resources in the field of entrepreneurship. The apprenticeship method in developing students' human resources in the field of entrepreneurship is very helpful for the students, namely to gain knowledge from outside the Pondok Pesantren and apply it to the Pondok Pesantren. If seen from the analysis of the data that the author has obtained, that the apprenticeship method is not good, because the implementation of the apprenticeship is not comprehensive, only four business units work together and the timeframe for implementing the apprenticeship is less effective.

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Profil Penulis

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