

ISLAMIC EDUCATION MANAGEMENT IN THE PERSPECTIVE OF THE QURAN AND HADITH

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Abstract

Before the word management became familiar in the world of education, Islam already recognized an orderly life structure with the presence of a leader (Caliph). In the Quran there are also verses that explain the principles of Islamic education management, namely the verses of the Quran which mention monotheism, caliphate, and trust which are the main keys to character formation in an organization or institution that has the same goal. The Quran is the main source of law for Muslims, and is a guide in living life, as well as a guide for all humans, while the Hadith or Sunnah is the second source of law after the Quran which functions as an explanation, which comes from words, deeds and decrees of the Prophet Muhammad. This research aims to examine the views of the Quran and Hadith regarding Islamic Education Management. This research uses a library research method with a thematic approach (tafsir maudhu'i). The results obtained from the literature review, it turns out that there are many verses from the Quran and hadith that mention Islamic education management, although it cannot be denied that in discussions of Islamic education management it is still related to the term POAC, namely Planning, Organizing, Actuating, Controlling, which is a function in management.

Keywords: Islamic education management, Quran, and Hadith

INTRODUCTION

The Quran and Hadith are basic principles that concern all aspects of human life. So interpretation of the Quran and Hadith must always be carried out. This is very important because on the one hand, revelation and prophecy have ended, while on the other hand, humans are faced with changing times along with the development of human thinking, so that correct guidance is absolutely necessary for humans.

Humans are known as social creatures, so their existence is influenced by wider interactions with other humans. Interaction between individuals or with the wider community would be impossible without tips or management. Therefore, it is a necessity that the Quran

and Hadith become references and life guidelines for carrying out all aspects of Muslim life, such as management.

The management process has actually been exemplified in the Quran and applied directly by the Prophet Muhammad SAW. Indeed, the Quran and Hadith of the Prophet do not mention matters relating to management in detail. However, when management developed into a scientific discipline, the main points of management were listed in the Quran and Hadith, such as planning, leadership patterns related to organizational life, implementation and evaluation. According to Mahrus (2019) Islamic education is part of human efforts to develop hidden potentials through direction, guidance and training for students through Islamic teachings sourced from the Koran and As-Sunnah towards the goal of becoming human by using educational tools that required. As stated by Mahrus, for Muslims, the Koran has become a comprehensive guide that not only provides religious rituals but also other social aspects, including the language used in mass communication and social interaction.

Educational management has a strategic role in shaping human civilization. Existing civilizations are human efforts that have been formed through the educational process. This is where the crucial point of educational management begins. The output of an educational process is largely determined by how the educational institution is managed. The existence of diverse educational management over a long period of time has now given birth to its own science, namely the science of educational management. Because of its universal nature, it is possible for the concept of management to be placed on the basis of certain philosophies, certain cultures, certain religious values, or certain societal norms, including the possibility that educational management is built on the basis of the Quran and As-Sunnah. Siti Khoerul Munawaroh (2021) in her research 'Management in the Perspective of the Al-Quran' said that the implementation of management should refer to principles. The Quran does not deny the existence of these management principles, among which are stated in the Quran are faith, sincerity, *ihsan* (doing goodness), exemplary, unity of direction, deliberation, accountability, efficient and effective, participative, responsible, competent, and cooperation. and flexible.

The research above reveals the same variables, namely the Al-Quran and management. However, in this research, the study of these variables is the basis of the Al-Quran regarding Planning, Organizing, Actuating, Controlling (POAC) management which is added with a Hadith perspective. As stated by Abu Sinin, the crystallization of management thinking in Islam emerged after Allah revealed His message to the Prophet Muhammad SAW, who was the last Prophet and Messenger. Management thinking in Islam comes from the texts of the Al-Quran and Hadith instructions. Thus, the aim of this research is how educational management is seen from the perspective of the Al-Quran and Hadith.

METHODOLOGY

This research is a type of qualitative research with a library study approach which has special characteristics. Those include dealing directly with text or numerical data, not with the field or eyewitnesses, ready to use. It means the researcher does not have to go anywhere, except only face to face with the primary source, and could be employed through secondary data. Moreover, the last is the condition of data in libraries that is not divided by time and space (Zed, 2008). This research was carried out in order to carry out data collection where the sources of the data must be determined and can be found and researched. In contrast to library research, it is much broader and does not even recognize spatial boundaries. This research method is a literature study where literature is quoted from various sources. Both sources come from related books and journals. Thus, researchers concluded that the library is the most resource-rich place and easy to find.

ANALYSIS AND DISCUSSION

1. Philosophy of Education Management Based on the Quran and Hadith

The word management comes from Latin, namely *manus* which means hand, *agere* which means to do. These two words are combined into the verb manager, which means to manage. *Managere* is translated into English, in the form of the verb to manage, plus the noun management, manager means the person who carries out management activities. Then, management was translated into Indonesian as management or management (Usman, 2011: 5). Management is very necessary and beneficial for all types of organizations; politics, business, education, sports, government, and others. Organizations of all sizes, small organizations such as households, and larger organizations such as educational institutions also need to be managed.

The educational process, whether at home, community or school or madrasah, will maximize its goals if it uses proper management. The application of management in the field of education is called educational management. Education management is the process of planning, organizing, directing and controlling educational resources to achieve educational goals effectively, efficiently, independently and responsibly (Usman, 2011: 12).

Management systems, in terms of management functions, are well known and include planning, organizing, implementing and controlling (Terry, 2005: 9). What is usually called POAC, is a series of functions that are closely related to each other. The POAC concept is universal and can be accepted and applied by various educational institutions. Due to its universal nature, the concept of government makes it possible to place it on the basis of a certain philosophy, certain culture, certain religious values or certain social norms, including the possibility of managing education based on the Koran and Hadith.

An education management system based on the Koran and Hadith will produce more valuable management because it is not only based on logical, empirical thinking, but also education management will be based on religion. Education management based on the Al-Quran and hadith means using the Al-Quran and hadith as a source of reference, guidance and counselling (Muhaimin, 2010: 10). Placing the Quran and hadith as guidelines does not mean denying Kauniah science which has been widely developed by mankind. However, more in connecting the Quran and hadith with Kauniah science, Muhaimin said there are two ways, namely deduction and consultation induction (Muhaimin, 2010:16).

The deductive approach is to study the Quran and hadith first and then interpret them. At this stage, educational management theories based on the Al-Quran and Hadith will emerge at the philosophical level, followed by experiments. At this point, educational management theories based on the Al-Quran and Hadith will emerge. The principle of consultative induction is to first examine existing educational management theories, then refer to the Quran and hadith. In the consultation process there will be a process of strengthening, improvement and correction (Muhaimin, 2010: 16).

Education management based on the Koran and Hadith produces more value, this is due to a more futuristic planning process. Not only short term, medium term and long term plans are all in the stages of human life, there are even eternal plans which are oriented towards becoming residents of heaven in the afterlife which is eternal and not limited by time, so in this temporary world it requires more serious effort than just realizing the value of life.

Then organize and carry out the process with strong enthusiasm. For Muslims, behavior that is reinforced and inspired by the Quran and hadith will make those involved more active in carrying it out because it has the values of worship and feels supported by Allah. In

terms of organization, Allah even emphasized that he really likes it. Also in Allah's execution, Allah does not like people who only plan but do not carry out. After that, a strong self-management process. From a Muslim perspective, control is not only exercised by superiors, institutions, or systems, but is also supervised by Allah. This is where the potential for control efficiency comes into play. That is, Muslims believe that there is always the best controller to control them, even if their boss, institution or system cannot control them.

2. Instructions in the Quran and hadith regarding management functions

Management functions, namely planning, organizing, actuating, controlling, all of which are found in the Al-Quran.

- a. Planning or planning, as a set of action decisions to achieve the desired results (Saefullah, 2012; 22). It is found in the Quran, Surah Al-Hasyr verse 18, namely:

'O you who believe, fear Allah, let all souls think about what they strive for tomorrow, and fear Allah. Indeed, Allah knows what you do (QS. Al-Hasyr 59:18).'

In the paragraph, it indicates that the plan must include past experiences in the educational process, including possible attendance for educators and students. There are short term, medium term and long term plans for the period. These three plans are made within the framework of worldly life, also permitted by Allah, the first process of achieving eternal life, life in the village of the afterlife. For this reason, short-term plans need to support the achievement of medium-term plans. Medium-term plans must lead to the realization of long-term plans, and long-term plans must aim to achieve the goals of long-term plans, so that short-term plans, medium-term plans and long-term plans are interrelated and cannot be separated. And the command to prioritize the afterlife over the world is in accordance with the verse of the Quran, Surah Al-Qoshosh verse 77: 'And seek what Allah has given you, namely the land of the afterlife and do not forget your share of worldly (pleasures) (QS. Alqoshosh 28; 77).'

- b. Organizing is a structured collaboration between two or more people to achieve a certain goal or set of goals (Saefullah, 2012; 22). The essence in this sense is the existence of structured cooperation, in accordance with the following verses of the Quran: 'Indeed, Allah loves those who strive in His way in orderly rows as if they were like a solid building (QS. Ash-Shoff 61;4).

After good planning, good organization is also needed. Allah SWT gave humanity a picture that is very easy to understand, namely a sturdy building. The choice of diction taken can provide inspiration about the relationship between components, strength, mutual reinforcement, order, and all of this is very necessary to achieve a good organization.

- c. Actuating is an effort to encourage members of an organization or institution to work enthusiastically and honestly to achieve their maximum potential in order to achieve goals effectively, efficiently and economically (Hasibuan, 2008: 25).

Planning and organizing will not mean anything if it is not carried out, implemented or realized. This attitude is very disliked by Allah, as Allah SWT says in the Quran surah Ash-Shaf verse 3: 'There is great hatred in the sight of Allah that you say what you do not do (QS.Ash-Shoff/61;3).'

Planning and organizing will be meaningless if they are not implemented. In fact, Allah chose the word *kaburo maqtan* which means to emphasize people who can only talk, but never do what they say.

d. Controlling is control, supervision is all evaluation and monitoring carried out by members of an organization or an institution, so that it can move in the right direction in accordance with the organization's goals (Saefullah, 2012; 38).

In the Quran there is a very inspiring story of Prophet Sulaiman about the importance of controlling the reports of a royal courtier, this is found in the Quran Surah Al Infithor verses 10-13 which means:

'And verily for you (angels) who guard you (your work), it is noble, and they record, they know what you do (QS. Al-Infithor /82:1013)'.

An example of supervision of the management function can be found in the hadith narrated by Imam Bukhari as follows: Al-Bukhari Muslim narrated from Ibn 'Abbas, he said:

'One night I stayed at my aunt's house, Maimunah. After some time at night, the Prophet got up to perform his prayers. He performed a very light ablution (with a little water) and then prayed. So, I got up and performed ablution like his ablution. I approached him and stood to his left. He turned me to his right and continued his prayer as Allah desired....'

Allah ordered the angels to watch over people and record what they do. This is a very important part of supervision and needs to be supported by valid data and does not need to be done only by supervisors, but can include other elements both internal and external, such as quality assurance institutions, external and others.

3. Management principles

Management principles are basic work principles or guidelines that should not be ignored by every manager/leader in an organization or institution. In practice, efforts must be made to ensure that these management principles are not rigid and can also be changed according to needs. Management principles consist of:

- a. Balanced division of labour. In distributing tasks and their types to all work colleagues, a manager should be fair, that is, he should act equally well and provide a balanced workload.
- b. Providing authority and a firm and clear sense of responsibility. Every work relative or employee should be given full authority to carry out their duties properly and be accountable to their superiors directly.
- c. Discipline is the willingness to carry out real business or activities (work according to the type of work that is one's duties and responsibilities) based on a plan. Regulations and time (working time) that have been determined.
- d. Unity of command. Each work relative or employee should only receive one type of order from a direct superior (foreman/section chief/section head), not from several people who both feel they are the superiors of the work relative's employees.
- e. Unity of direction. Activities should have the same goal and be led by a direct superior and be based on the same work recipients, one goal, one plan and one leader.

CONCLUSION

Based on the discussion above, it can be concluded that education management from the perspective of the Al-Quran and Hadith is management that positions the Al-Quran and Hadith as a source of inspiration and guidance. Both processes can be inductive or deductive. Apart from that, the Quran and hadith also provide improvements and refinements in education management and planning which must include long-term elements. Much inspiration can be found in the Quran and hadith regarding the principles and applications of educational management.

This study needs to be continued to find realistic ideals, following the example of the Prophet Muhammad who succeeded in educating his friends and children and grandchildren to bring a high level of civilization. Allah SWT, has given humans reason to think. Everything that exists in the world is a 'kauniyah verse' which raises awareness for humans who want to think. Everything in nature that is created in balance inspires humans to set an example for the benefit of their lives both in this world and in the afterlife. Allah, the Most Merciful, also does not just let people go with their thoughts without definite guidance, but Allah always provides guidance through His apostles and provides very strong life guidelines, namely the Quran and hadith.

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