

The Role of *Madrasah* Principal and Human Resources Development in Improving the Quality of *Madrasah Aliyah* at Central Lampung

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Abstract. The purpose of this study was to determine whether there is an influence between the role of the principal of Madrasah Aliyah and the development of Human Resources in improving the quality of Madrasah Aliyah in Central Lampung. The research uses quantitative methods. The results of the first study indicate that there is a significant influence between the role of the principal on the development of Human Resources with a level of influence of 19.62%. Second, there is a significant influence between the development of human resources on improving the quality of Madrasah Aliyah 23.81%. Third, the simultaneous influence of the role of the principal and the development of human resources on improving the quality of Madrasah Aliyah is 45.97%. The remaining 54.03% improvement in the quality of Madrasah Aliyah in Central Lampung Regency is influenced by other factors (role of government, environment, infrastructure, student input and others).

Keywords: The Role of the Principal of Madrasah Aliyah, Human Resources, the Quality of Madrasah Aliyah.

1. Introduction

This dissertation is organized into 5 chapters. The chapter I is introduction which contains background study, problems, research objectives, research problems, hypotheses, relevant previous research. Chapter II is theoretical literature consisting of Grand Theory and Middle Theory, the Role of the Principal of Madrasah, Human Resource Development and Education Quality. Chapter III is Research Methods consists of the types of methods used, population and sample, data collection methods, instrument validity and reliability tests, data normality and linearity tests, and data analysis techniques. Chapter IV is Data Presentation and Analysis consists of data presentation, data description, data analysis and hypothesis and discussion. Chapter V is Closing consists of conclusions and recommendations.

In line with the rapid development of Science and Technology (IPTEK), the quality of education has become a priority, both for the government as the policy maker, the education unit as the subject of education executor, and the community as the object of education. Based on article 5 paragraph 1 of Law no. 20 of 2003 concerning the National Education System "Every citizen has the same right to obtain quality education". Quality is "a measure of the good or bad of an object; rate; level or degree (intelligence, etc.)" [1].

The demand for quality develops in line with the development of mindset, civilization, and the time of ages. The understanding of the concept of quality was initially widely discussed in the industrial and/or corporate world, as it was stated that "The Ricoh Company since the mid-1970s has implemented the concept of quality which focuses on the market (customers) and won the medal (deeming prize) it is the most prestigious award in Japan" (M.N. Nasution:

2004). Along with the demands of the science development, technology and the arts, the study of quality is widely discussed in the world of education. This is in line with the word of Allah SWT

وَلَا تَهِنُوا وَلَا تَحْزَنُوا وَأَنْتُمْ الْأَعْلَوْنَ إِنْ كُنْتُمْ مُؤْمِنِينَ ﴿١٣٩﴾

It means:

So do not weaken and do not grieve, and you will be superior if you are [true] believers. (Q.S. Ali-Imran: 139) "(Mahmud Yunus): 1984).

Based on this verse, practitioners of Islamic educational institutions must make changes and innovations to create qualified Islamic education. The aims of changes and innovations is improving the education quality, so that each Madrasah must carry out of education and manage it well. The Madrasah must be able to provide the quality assurance" [2]. "Educational institutions are said to be of high quality if their inputs, processes, and results can meet the requirements demanded by stake holders" [3].

There is less interest of madrasah by the society because most of madrasah have not been managed in good management. This condition is also experienced in most of the madrasah in Central Lampung regency. Based on a preliminary survey at the Ministry of Religion of Central Lampung Regency, data was obtained until the end of December 2020 that there were 53 MA in Central Lampung regency consisting of 1 State of Madrasah Aliyah and 52 privates of Madrasah Aliyah. The 53 of Madrasah Aliyah consists of 1 accredited A, namely MAN Poncowati, 21 accredited B, 29 accredited C and 2 not accredited yet (Madrasah Education Department of Central Lampung regency: 2021). It can be seen that only 1 Madrasah Aliyah has been accredited A and the rest are balanced between B/C accreditation and even some madrasah have not been accredited yet. This condition is due to the most madrasah have not been managed professionally, limited human resources and limited sources of funds.

Table 1. Madrasah Aliyah Accreditation of Central Lampung in 2021

Accredited A	Accredited B	Accredited C	Not Accredited	Total
1	21	29	2	53

Source of data: Ministry of Religion of Central Lampung Regency in 2021

Based on these data, the low quality of education in madrasah generally is predicted to the ineffectiveness of Human Resource Development (HR) management about strategies, educators, education, students, committees and guardians of students.

The purpose of this study was to identify and analyze the role of the principal of madrasah on the development of human resources, to know and analyze whether the development of human resources has an effect on improving the quality of Madrasah Aliyah, to know and analyze the role of the principal of madrasah and the development of human resource in improving the quality of Madrasah Aliyah in Central Lampung Regency.

Problem formulation: Is there any significant influence on the role of the headmaster of madrasah in the development of human resources at Madrasah Aliyah, Central Lampung Regency, Is there any significant influence on the development of human resources in improving the quality of Madrasah Aliyah in Central Lampung Regency, Is there any significant influence on the role of the principal of madrasah and development of human resource in improving the quality of Madrasah Aliyah in Central Lampung Regency?

Framework of mind concept: The principal as the manager of the education unit is responsible for the effectiveness and efficiency of education in his school, through the roles he plays. The role played by the principal is very complex, including the role of the principal as a leader, administrator, manager, supervisor and community liaison. The perspective of national education policy [4], there are seven main roles of school principals as educator; manager; administrator; supervisor; leader; innovator; motivator [5].

The five functions of Human Resources Development are (1) Needs Planning, (2) Recruitment and Selection, (3) Coaching and Development, (4) Transfers and Promotions, and (5) Welfare. However, it will be more useful if the participants have a comprehensive understanding of human resource management (HRM). Human resource management is a systematic process aimed at meeting the needs of human resources in accordance with the needs of schools, treating educators and educational staff fairly and with dignity, and creating conditions that allow educators and educational staff give optimal contributions to schools.

Human resource development includes the following activities: (1) Human Resources planning, (2) Analysis of educators and educational staff, (3) Procurement of educators and educational staff, (4) Selection of educators and educational staff, (5) Orientation, Placement and Assignment, (6) Compensation, (7) Performance Assessment, (8) Career Development, (9) Training and Development of Educators and Educational staff, (10) Creation of Quality of Work Life, (11) Negotiations for Educators and Educational Staff, (12) Research for Educators and educational staff, and (13) Retirement and Dismissal of educators and educational staff.

The quality standards of madrasah is based on the Regulation of the Minister of National Education Number 12 of 2009 concerning National Education Standards require a quality assurance agency called the National Accreditation Board for Schools/Madrasah (BAN-S/M). Based on the SMP/MTs accreditation instrument used by BAN-S/M, eight components were assessed, namely: a. Standard component, number 1 — 17. b. Standard components of process, number 18 — 29. c. Standar components of graduate competency, number 30 — 49. d. Standard components of educators and educational staff, number 50-75. e. Standard components of facilities and infrastructure, number 76 — 103. f. Standard components of management, number 104 — 123. g. Standard components of financing, number 124 — 148. h. Standard component of assessment, number 149 — 169” (Mendiknas: 2009).

The framework of mind concept of the principal and the development of human resources in improving the quality of Madrasah Aliyah can be described in the following Figure 1:

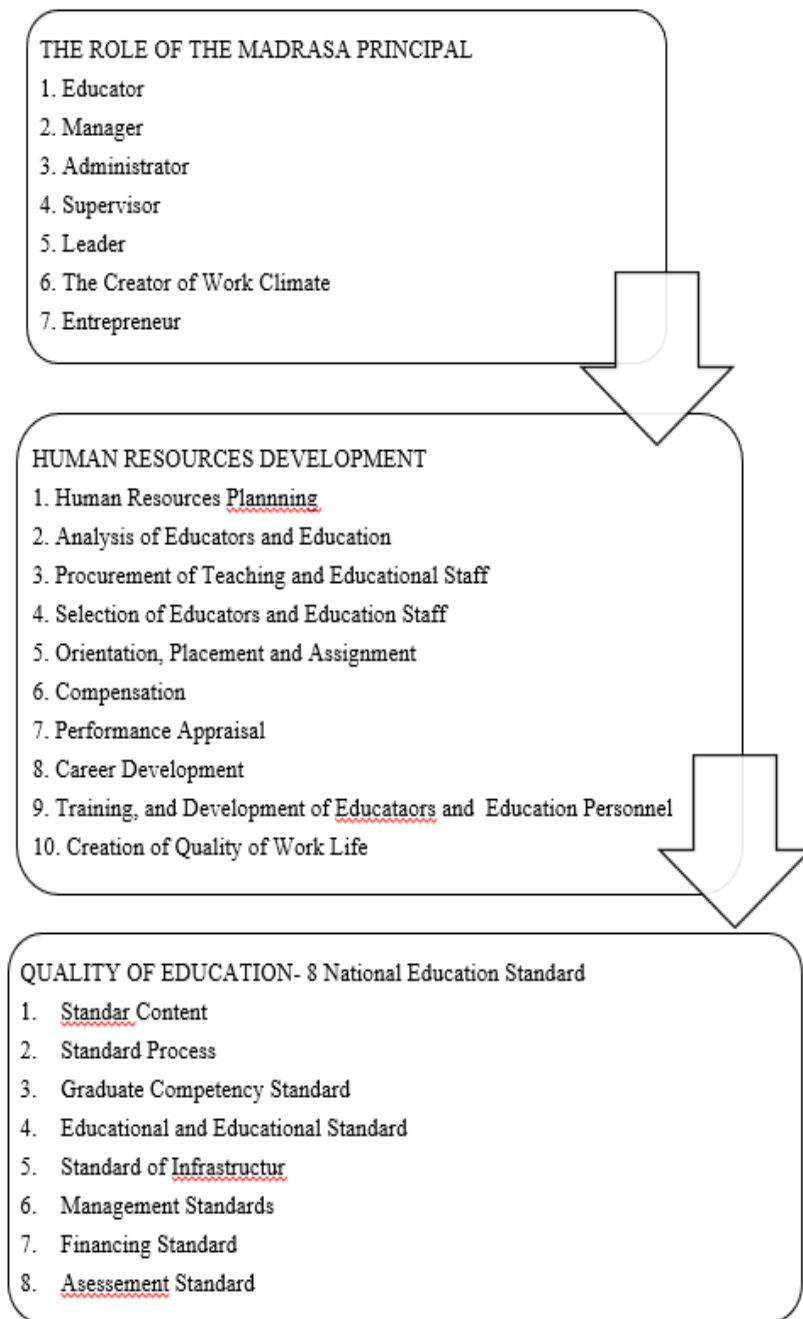


Figure 1: the role of madrasah principals and human resource development on the quality of education

2. Method

This research is a type of quantitative research using questionnaire method. The questionnaire method the researcher uses to get the data. The Role of the Head of Madrasah and Human Resource Development on Improving the Quality of Madrasah Aliyah Central Lampung 2021 documentation, and supporting data through observation and interview. The population in this study is Madrasah Aliyah in Central Lampung Regency 2021, with details based on the level of accreditation as follows:

Table 2. Research Population

Accreditation	Madrasah	Teacher
A	1	79
B	21	583
C	29	611
Not Accredited yet	2	47
Total	53	1320

The sampling technique used is Cluster Sampling (regional sampling technique). The regional sampling technique was used in two stages, namely (1) determining the regional sample (2) determining the people in the area by sampling [5]. "For small talk, if there are less than 100 subjects, it is better to take all of them so that the research is a population study. However, if the number of subjects is large, it can be taken between 10-15% or 20-25% or more. Based on these provisions, in determining the sample the researcher takes 10% of the total number of teachers in each sample school details as follows:

Table 3. Sampling Technique

Accreditation	\sum Madrasah	\sum Teacher	10% Teacher sample
A	1	79	8
B	21	583	58
C	29	611	61
Not Accredited yet	2	47	5
Total	53	1320	132

Thus the number of samples is 132 Madrasah Aliyah teachers in the Central Lampung district. The method used to collect the main data in the form of the role of the principal, human resource development, and the quality of education there are two methods, namely questionnaires and documentation. The questionnaire method was used to determine the role of the principal and human resource development. The questionnaire was compiled using a Likert scale measurement scale with the following scoring technique: Answer A scores 4, Answer B scores 3. Answers C scores 2, Answer D scores 1, (Sugiono, 2006: 94). Before being used in the questionnaire research, the validity and reliability were first tested. The documentation method is used to determine the quality of the madrasa based on the accreditation value that is still valid. For madrasahs whose accreditation values are no longer valid or have not been accredited, an assessment will be held.

3. Result and Discussion

Based on the results of analysis data and hypotheses, it can be discussed as follows:

- a. The first hypothesis confirmed that there was a significant influence of the role of the principal of Madrasah Aliyah in developing of Human Resources of Madrasah Aliyah in Central Lampung Regency. This is evidenced by the finding of r arithmetic $0.443 > r$ table 0.159 .
- b. To determine the level of influence of the role of the principal of Madrasah Aliyah in developing human resource of Madrasah Aliyah, the following table can be used:

Table 2. Influence Interpretation Guidelines

Coefficient Interval	Influence Level
0,800 - 1,00	High
0,600 - 0,799	Enough
0,400 - 0,599	Lower
0,200 - 0,399	Low
0,000 - 0,199	Very low / no correlation

Based on the influence interpretation table above of the effect of r of 0.443 , it includes a rather low level of role

- c. The second hypothesis confirmed that there was a significant influence on the development of Human Resources in improving the quality of Madrasah Aliyah in Central Lampung Regency. This is evidenced by the finding of r arithmetic $0.488 > r$ table 0.159 .
- d. To find out how the level of influence of Human Resource Development on the Quality of Madrasah Aliyah is based on table 30 the interpretation of the influence of the r count 0.488 shows a rather low level of role.
- e. The third hypothesis confirmed that there was a significant influence on the role of the principal of Madrasah Aliyah and the development of Human Resources of Madrasah Aliyah in Central Lampung regency in improving the quality of Madrasah Aliyah in Central Lampung Regency. This is the finding of r arithmetic $0.678 > r$ table 0.159 .
- f. To find out how much influence the role of the principal of Madrasah Aliyah and Development of Human Resources in improving the quality of Madrasah Aliyah, the r count was consulted with table 30. It is proven that r count 0.678 shows a sufficient role. Thus, the role of the principal of Madrasah Aliyah is quite a significant influence on increasing the development of Human Resources and improving the quality of Madrasah Aliyah in Central Lampung Regency.
- g. To find out the percentage the influence of the role of the principal of Madrasah Aliyah in increasing the development of human resources of Madrasah Aliyah in Central Lampung Regency, it was continued by calculating the coefficient of determination by squaring the coefficient found, it is $0.4432 = 0.1962$ or 19.62% . This means that the role of the principal of Madrasah Aliyah in increasing Human Resources is 19.62% . The remaining 80.38% increase in the development of Human Resources at Madrasah Aliyah in Central Lampung is influenced by other factors (educational background, IQ, EQ, SQ, environment, trainings etc).
- h. To determine the percentage of the influence of human resource development in improving the quality of Madrasah Aliyah in Central Lampung Regency, it is continued by calculating the coefficient of determination by squaring the coefficient found, namely $0.4882 = 0.2381$

or 23.81%. This means that the influence of Human Resources in improving the quality of Madrasah Aliyah in Central Lampung Regency is 23.81%. The remaining 76.19% improvement in the quality of Madrasah Aliyah in Central Lampung is influenced by other factors (madrasa management, government role, environment, infrastructure, student input, etc.)

- i. To determine the percentage of the influence of the role of the principal of Madrasah Aliyah and the development of Human Resources on improving the quality of Madrasah Aliyah in Central Lampung district, it is continued by calculating the coefficient of determination by squaring the coefficient found, it is $0.6782 = 0.4597$ or 45.97%. This means that the influence of the role of the principal of Madrasah Aliyah and development of Human Resources in improving the quality of Madrasah Aliyah in Central Lampung regency is 45.97%. The remaining 54.03% improvement in the quality of Madrasah Aliyah in Central Lampung regency is influenced by other factors (the role of government, environment, infrastructure, student input, etc.).

4. Conclusion

Based on theoretical studies, analysis, and hypotheses of the influence of the role of the principal of Madrasah Aliyah and development of Human Resources in improving the quality of Madrasah Aliyah in Lampung Regency, it can be concluded and recommended as follows:

1. There is a significant influence on the role of the principal of Madrasah Aliyah on the development of Human Resources for Madrasah Aliyah, Central Lampung Regency, based on the finding of r count $0.443 > r$ table 0.159 with a rather low level of influence.
2. There is a significant effect of developing Human Resources on improving the quality of Madrasah Aliyah in Central Lampung regency. Based on the finding of r arithmetic $0.488 > r$ table 0.159 with a rather low level of influence.
3. There is a significant influence on the role of the principal of Madrasah Aliyah and development of Madrasah Aliyah Human Resources in improving the quality of Madrasah Aliyah in Central Lampung Regency based on the finding of r count $0.678 > r$ table 0.159 with a moderate level of influence.
4. The contribution of the role of the principal of Madrasah Aliyah to the increase in Human Resources is 19.62%. The remaining 80.38% increase in the development of Human Resources at Madrasah Aliyah Central Lampung is influenced by other factors (educational background, IQ, EQ, SQ, environment, trainings etc).
5. The contribution of human resource development to improving the quality of Madrasah Aliyah in Central Lampung is 23.81%. The remaining 76.19% improvement in the quality of Madrasah Aliyah Central Lampung is influenced by other factors (madrasah management, government role, environment, infrastructure, student input, etc.)
6. The contribution of the role of the principal of Madrasah Aliyah and development of Human Resources to improving the quality of Madrasah Aliyah in Central Lampung regency is 45.97%. The remaining 54.03% improvement in the quality of Madrasah Aliyah in Central Lampung Regency is influenced by other factors (role of government, environment, infrastructure, student input, etc.)

Recommendation

Based on the results of the study, the researchers gave recommendations to the principal, the teacher council, and all components in Madrasah Aliyah education, Central Lampung, as follows:

1. The principal of the madrasah should have personality, managerial abilities, supervision, social relations, and entrepreneurship, so as to improve the quality of Human Resources in order to achieve educational goals.
2. Human Resources involved in the Madrasah Aliyah organizational system should have a spirit of professionalism, innovation, creativity, hard work and smart work, as well as high responsibility in improving the quality of education in Madrasah Aliyah, Central Lampung regency.
3. The government, community and Madrasah Aliyah should always improve synergy in efforts to improve the quality of Madrasah Aliyah in Central Lampung regency.

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