

MANAGEMENT OF EDUCATORS BASED ON Q.S LUQMAN Verse 13-19

Putra Mahendra Gunawan Nasution
Universitas Islam Negeri Sumatera Utara
Email : masgunword@gmail.com

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Educator management is one of the most important parts of education management. Educator management relates to individuals in the institutions/schools that run the system, especially education personnel such as teachers and staff employees who are directly on duty in the field with high demands, namely printing quality and quality output, so that they will continue to support programs that are proclaimed by schools to improve the quality of educational services. The purpose of this study was to determine the quality, quality and ability of educators in managing the program given by the school to the teacher. This study discusses the management of educators based on Q.S Luqman: 13-19, where educators must have a good managerial system as exemplified by Luqman to his children. This research is a qualitative descriptive study. The method and focus on this analysis were used in analyzing the data. The results of this study indicate that Q.S Luqman: 13-19 teaches how educators teach students as exemplified by Luqman to his children, that educators must have a good managerial system. Based on the results of the study, quality educators are educators who are able to process and manage time and discipline so that they can be said to be qualified and qualified educators.

Keywords: *Educator Management, Quality, School, Q.S Luqman verse 13-19*

1. Introduction

1.1 Interpretation Q.S Luqman verse 13-19

Educator management is one of the most important parts of education management. Educator management relates to individuals in the institutions/schools that run the system, especially education personnel such as teachers and staff employees who are directly on duty in the field with high demands, namely printing quality and quality output, so that they will continue to support programs that are proclaimed by schools to improve the quality of educational services[1].

"Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and the skills needed by themselves, society, nation and state. "

Allah said, "and remember when Luqman said to his son, when he taught him". That is that the essence of wisdom that has been bestowed by God to Luqman has been conveyed and taught to his son, as the main guide in life. "O my son! do not associate partners with Allah." This means that you do not associate partners with other gods besides Allah. In fact, anything other than God is mere nature, a mere creation of God. God is not partnered or shared with other Gods in creating this world. "Indeed, associating partners is a very big injustice." That is persecuting yourself, fooling yourself.



Allah says, "And We have left a will for man against his two parents". A will when it comes from Allah is a command. What is clear is that God commands humans to respect and honor their parents. Because it is through the path of the two parents that humans are born into the earth. Therefore, it is only natural that both of them are respected. So, the assumptions and teachings of Islam are very different from other teachings which say that the intercourse of both parents causes humans to suffer misfortune in this world. In fact, there is a teaching among Christians who views that sexual intercourse is the result of the sin of Adam and Eve, so that humans are born to live to bear sin. In Islam it is taught that life in this world is to worship God, to give thanks. And make him Caliph. Everything cannot be done if we are not born into the world. Therefore, respect the parents for whom we have been raised by God into the world.

"His mother has been struggling to conceive him in a condition that is getting worse and worse." In this verse, it is described how it is difficult for a mother to conceive, it is getting worse. It's been hard since the first month of pregnancy, getting worse every month and getting to the peak of exhaustion when the child is born. Weak all over when beating a child out, "And take care of it in two years". That is, since giving birth and then nurturing, breastfeeding, caring for, taking care of her pain and pleasure. From the time he was still lying on his back, until he gradually became good at cupping, until he gradually shuffled, until he gradually crawled, until he depended, he gradually walked, shuffled, straightened and fell and straightened, until he didn't fall again. Within two years.

"That you are grateful to Allah and to your parents." The first gratitude is to Allah. Because all of that, from being pregnant to nurturing and to educating with no boredom, is filled with love and affection. It is a mere blessing of Allah's Grace. After that, thank your parents. A nurturing mother and a father who defends and protects the mother and protects her children. A father who tries to find clothing and food every day. Finally be warned where this journey ends; "To Me is the return".

"And if both of them urge you that you want to associate partners with Me in things that you have no knowledge of." True knowledge must be believed by humans. Humans who have knowledge are very difficult to be shifted by their fellow humans to something that is not scientifically based. That God is One, is the pinnacle of all knowledge and wisdom. One time a child who is loyal to his parents will be pressured, abused, sometimes forced by his parents to change the position that has been believed. Now there are parents who must be respected themselves who invite to exchange knowledge for ignorance, exchange monotheism with shirk. Strictly in this verse God gives guidelines "Do not follow both of them".

Allah says, "O mankind, if your parents force you to associate with others in your worship, even though you know that there are no partners for Me, then do not obey their desire to associate partners with Me." Of course the question arises, "Is that how the child is not disobedient to his parents?". The answer has been forwarded by God in the continuation of the verse: "And associate both of them in this world properly". It means that both of them are always respected, loved, loved properly, with what is right. Don't let them be insulted and insulted, but just show them that in terms of creed, your creed is different from his creed. If they are old, take good care of them too. Show that a Muslim is a true virtuous person.

The Word of God, "And get along well with both of them in the world". The point is to remain on good terms with them in the world by obedience to them, but not in matters between you and your Lord. This verse is a proof of connecting with both parents who disbelieve by giving wealth, if both are poor, saying polite words and inviting both of them to Islam gently. Asma 'bint Abu Bakr Ash-Siddiq once said to the Messenger of Allah, when her aunt from the other side said, her nursing mother came to see me, even though she herself did not like it. Should I keep in touch with him?" He replied, "Yes".

"And follow the path of those who return to Me." That is the path taken by those who believe. Because that is the safe way, which is harmless. "Then it is to Me that you all return." Because our arrival

is from Allah, the journey of life in the world is guaranteed by Allah and one day we will return to Him anyway. "Then I will tell you what you have done." Allah is the one who will judge the good and bad of what you do while in this world. For this reason, from now on God's guidance must be accepted, by following the path taken by believers. Don't go your own way.

"And follow the path of those who return to Me." The point is, follow the path of those who repent from shirk and return to Islam, following the Prophet Muhammad. "Then only to Me is your return, then I will tell you what you have done", meaning that you will actually return to Me after you die. I will tell you all that you have done in the world, both good and evil. Then I will repay your deeds. Good people will be rewarded with kindness, while those who do evil will be rewarded with evil.

"And follow the way of those who repent to Me", is a testament to the whole world. It was as if the commanded were humans. Anaaba means to incline and return to something. This is the way of the prophets and pious people. "O my son! Indeed, if there is anything." What is meant is something practice, something charity and effort, according to merit, "as big as a mustard seed in a stone", mustard seeds are very fine. If the mustard seed lies in a rock, shinga is hidden, no one else can see, "nor in all the heavens", lies deep in any of the seven heavens, "nor on the earth", hidden somewhere. No one knows, no one cares, because the size of a mustard seed is very fine, "God will surely bring it". So a small deed the size of a mustard seed, hidden deep in a rock, so that no one will see it or know it. Even if it is further away, it is located in one of the seven heavens, on the face of the earth which contains five continents and great seas, humans do not know, but Allah knows anyway. For he is the owner, He is the All-Knowing.

"Indeed, that is one of the most important things in work." That is, if we want to be human beings who are meaningful in social life in this world, pray for personal affirmation, amar ma'ruf nahi munkar in relationships with society, and be patient to achieve what we aspire to. Because no matter what field of life we enter, if we are impatient, we will break in the middle of the road. The Prophet himself, because of the strong reaction of his people, once crossed his heart a feeling of wanting to just jump from the top of a high hill into a deep village (baakhi'un nafsaka). But he held on to that feeling. But the da'wah was continued too. That is why it is mentioned that this work is very important. Whatever the plan, patience is the key. Those who are impatient will fail along the way.

"And do not turn your face away from people." This includes the highest manners, manners and morals. That is, when you are talking face to face with someone, turn your face to him. Facing the face is the address of facing the heart. Listen to him talk, listen carefully. If you talk to someone, even though your face is facing another direction, their feelings will be offended. He is not respected, his words are not perfectly heard.

"And do not walk the earth arrogantly." Self-aggrandizement, arrogant, just because they are rich, just because they are brave, just because they are considered good people, just because they have rank and so on. "Indeed, Allah does not like anyone who is proud of himself." Arrogance, arrogance, takabbur, pride, all of that according to psychological research, the emergence is because there is a feeling that the self is actually not that high in value. It is lifted up, it is highlighted, because deep down in the soul it is felt that the self is indeed low or invisible. He wanted to get people's attention. Because they feel unnoticed. In terms of faith, it is evident that the person's faith is still flawed.

"And make it simple in walking". Don't be quick to push, afraid that you'll get tired quickly. Do not be slow to be stunned, because it brings laziness and wasting time on the road, be modest. "And soften the voice." Do not be loud, not commensurate with those present. What more if you hang out with people in public places. People who do not know manners forget that in that place it is not the only one sitting with his friend. Then he spoke out loud. "Indeed, the worst sound is the voice of a donkey."

Mujahid said: "Indeed the donkey's voice is very bad. So the person who has a loud voice, rebukes, until it looks like his throat will burst, his voice becomes reversed, like the sound of a donkey, is not pleasant to hear. And he is not liked by Allah. Therefore, there is nothing wrong with people who speak meekly, only when they are used to mobilize people for a great work. Or like a war commander when deploying his soldiers to appear on the battlefield.

1.2 Management of Educators

This management revolves around teacher development, including:

1. Training;
2. Subject Teacher Conference (MGMP);
3. Inservice Education (Internal Education/Continuing Education).

1.3 The Concept of Management of Educators and Education Personnel

By paying attention to the notion of "management" and the notion of "educators and education personnel", the management of educators and education personnel can be interpreted as an activity to empower educators and education personnel as optimally as possible through human resource planning activities (namely educators and education staff), recruitment, selection, placement, assignment, compensation, award, education/development, to dismissal. Management of educators and education personnel is also an activity that includes setting norms, work standards, procedures, appointments, coaching, development, management, welfare and dismissal of educators and education staff in schools so that they can carry out their duties and functions optimally in achieving educational goals.

1.4 Importance of Management

The importance of management in the context of the organization/school is as follows:

1. To achieve a goal. Every organization/school definitely needs strategies, approaches, methods, and ways to achieve goals.
2. So that the objectives can be achieved effectively and efficiently.
3. Empirically, management can help the organization's success in achieving its goals.
4. To maintain balance due to differences in the goals of individuals in the organization/school. Every organization/school is possible the emergence of interests from various parties. Therefore, management is seen as important to maintain a balance between the conflicting goals, objectives, targets of the various parties.

1.5 Teamwork

Teamwork or collaboration between educators and education staff is a very important element in efforts to improve the quality of Islamic education in schools. A team is a group of people working together and having a common goal, namely to provide satisfaction to all stakeholders. Team work in an organization is an important component in TQM, considering that teamwork will increase self-confidence, communication and develop independence. Teamwork in handling projects to improve or develop the quality of education is one part of the empowerment of employees and their working groups by giving them greater responsibility. The existence of cooperation in a school educational institution as the main capital in achieving quality and stakeholder satisfaction through a continuous quality improvement process. Team collaboration functions as follows:

1. Responsible for the quality of learning in schools.
2. Responsible for the use of teachers' time, materials and space used.
3. Making a means to monitor, evaluate and improve quality.



4. Act as a channel of information to the management about the changes that occur in the process of improving the quality of the team.

1.6 Strategic Management

Strategic management is the management of the formulation, implementation and evaluation of policies related to strategies that direct the organization to achieve its goals. Another understanding of Lawrence R. Jauch and William F. Glueck about strategic management is a number of policies and activities that lead to the formulation of a strategy even to several effective strategies to encourage the achievement of organizational targets.

In general, strategic management has three management processes, namely:

1. Strategy Formulation Stage: includes making a vision, mission goals and objectives, identifying internal and external factors of the organization, making medium and long term plans, and making strategies to be implemented.
2. Strategy Implementation Phase: includes determining policies, motivating the organization's human resources, allocating resources so that the formulation of the strategy can be carried out.
3. Strategy Evaluation Phase: includes monitoring all the results of strategy formulation and implementation, measuring performance, and taking corrective actions.

1.7 Performance Results

Traditionally, organizational effectiveness is defined by how much achievement the goals of the organization/school are. The goals of the organization/school can be defined as the state that the organization/school wants and wants to achieve. Goals provide direction and motivation, and reduce uncertainty for participants. Objectives also represent standards against which an organization/school is judged. Objectives are used to evaluate, motivate, and direct organizational/school activities. Goals and achievements are important in defining criteria for organizational/school effectiveness. In the current educational policy environment, objectives are reflected in standards for assessing the quality and quantity of performance outcomes produced by schools. Performance outcomes contribute to the quantity of school services and products for students, teachers, and the quality of each output produced. Based on the perspective of goals or performance outcomes, a school is effective if the results of the school's activities meet or exceed its goals. Schools contribute to more than just students' academic achievement and focus on other positive school performance outcomes. Educators who have a good managerial system and are able to manage all aspects can be said to be qualified and qualified educators because they have a good management system.

2. Methods

The data analyzed in this study is Q.S Luqman: 13-19, that Luqman has exemplified how to educate children well, where educators must have a good managerial system in order to be able to print quality output. The main data source is taken from Q.S Luqman: 13-19. The design of this research is descriptive qualitative research. This study focuses on the interpretation of Q.S Luqman: 13-19.

The design describes the procedure for conducting the research, including when, from whom, and under what conditions the data will be obtained. In other words, the design shows how the research is conducted. What happened to the object and what data collection procedures were used. The aim of the research design is to provide the most valid and accurate answers to the research questions.

The source used in this study is the interpretation of Q.S Luqman: 13-19. This research focuses on Luqman who provides an example of how to educate children well. Furthermore, the researchers

interpreted verse by verse to be analyzed in order to find the concept of how to educate students well as exemplified by Luqman. The steps in analyzing the data are:

1. The researcher describes the interpretation of Q.S Luqman: 13-19.
2. The researcher concludes the interpretation of Q.S Luqman: 13-19 as a model for educators in educating students well and being able to have a good and quality managerial system.

3. Results and Discussion

There are many ways to educate students to be able to print quality output, one of them is by imitating and applying the Luqman concept in educating their children in accordance with Q.S Luqman: 13-19. In the interpretation of Q.S Luqman: 13-19 it is clear how Luqman sets an example in educating children. Luqman's concept of educating children can be applied by educators so that programs in schools can be carried out in accordance with what is expected, especially educators must have a good managerial system. After analyzing the interpretation of Q.S Luqman: 13-19, the researchers found the concepts that Luqman exemplified to his children, including that Luqman taught his children not to associate partners with Allah, to always obey their parents, and to prohibit being arrogant on this earth. The researcher connects this concept with the concept that educators in educating students must be patient in educating children, and educators must be able to master children's emotions so that the material taught by educators can be easily accepted by students. Educators must also instill good values in students so that students become pious people.

4. Conclusion

After analyzing the data, the researcher draws conclusions from this study. The researcher describes the interpretation of Q.S Luqman: 13-19, is one of the concepts that should be imitated by educators in educating children. Luqman's concept teaches that educators must have a patient attitude in dealing with children, Luqman also teaches that educating children must instill good values in children so that children have good personalities for their next life. Educators must have a good managerial system in educating children, educators must also be able to master and manage all aspects that support the success of the program in a school. Quality educators will be able to print quality outputs.

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