

## STUDENT MANAGEMENT IMPLEMENTATION IN FORMING STUDENT CHARACTER

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**Abstract :**

*This study aims to analyze the implementation of student management in building student character at school. The research approach is a qualitative descriptive approach with a case study type. Data collection techniques were carried out through interviews, observation, and documentation. Data analysis was carried out in stages, starting from data collection, data presentation, data reduction, and concluding. The results showed that the implementation of student management in building student character at Nurul Jadid Middle School was well. From the study results, the implementation of student management in the formation of students at SMP Nurul Jadid has been maximized. This can be seen from the process applied from planning to students graduating from SMP Nurul Jadid.*

**Abstrak:**

*Penelitian ini bertujuan untuk menganalisis tentang implementasi manajemen peserta didik dalam membangun karakter siswa di sekolah. Pendekatan Penelitian yang digunakan adalah pendekatan deskriptif kualitatif jenis studi kasus. Teknik pengumpulan data dilakukan melalui wawancara, observasi, dan dokumentasi. Analisis data dilakukan secara bertahap, yang dimulai dari pengumpulan data, penyajian data, reduksi data, dan pengambilan kesimpulan. Hasil penelitian menunjukkan bahwa implementasi manajemen peserta didik dalam pembentukan karakter siswa di SMP Nurul Jadid sudah terlaksana dengan baik. Dari hasil penelitian, maka dapat disimpulkan bahwa implementasi manajemen peserta didik dalam pembentukan siswa di SMP Nurul Jadid sudah maksimal. Hal ini dilihat dari proses yang diterapkan mulai dari perencanaan hingga peserta didik lulus dari lembaga SMP Nurul Jadid.*

## INTRODUCTION

Character is a trait that can equip each student to become a superior and personal individual who can adapt to technological advances (Baharun, 2017; Maryam, 2018). The mental guidance of each student should support this progress. Character capitalization that has been carried out since early childhood has participated in preparing the nation's generation with character; they are the coveted candidate for the nation's generation with the spirit of national leaders and making the country civilized, upholding the nation's noble values with good morals and ethics and becoming a knowledgeable generation. High knowledge and adorn himself with faith and piety (Hambali, 2018).

The viral acts of violence and the decline in national morale have resulted in riots which are social phenomena (Muali et al., 2021; Wati & Setiabudi, 2022; Wahid et al., 2022). This social phenomenon has become a common problem and requires the attention of various parties, especially the relevance of education; character education which emphasizes the formation and development of character should be applied (Bali, 2019; Sitika et al., 2022). Education is the largest field of investment in building and shaping men, which means that the quality of education in a nation is one of the determinants of the nation's progress. In other words, the progress of a nation or country can be seen from the quality of education in that nation and country (Nurhuda, 2022).

The role of education is vital to overcome various phenomena of radicalism, one of which is by providing teaching materials that can hone and sharpen tolerance values in the form of teaching materials as well as through the teacher's role as a model of character education that can counteract this radicalism (Purwati et al., 2022). Superior quality education is ensured to be able to print and give birth to generations of people who are smart and compete in their fields (Hayatunnida, 2022) so that the existence of national character and morality will continue to experience improvement and progress with the presence of generations of people who are qualified in various sciences. Education is an obligation that every individual must carry out. Character education is the key to forming a complete human personality so that humans can live as social beings and individuals with good character (Ansori, 2021). Character building and character education are a must because education not only makes students bright, but they also have good manners and manners so that their existence as members of society becomes meaningful for themselves and others.

Nurul Jadid Middle School educational institution is one of the institutions that is still continuously working on the formation of the character of its students. The existence of violations that Nurul Jadid Middle School students are still committing means that the institution still has to improve in the implementation of student management. The most common violation that occurs every day is student discipline; many students still violate this rule, even though this is a first step in forming good character in the students themselves. Many students are punished daily for arriving late, incomplete school attributes, and untidy clothes like actual students; some are even punished for not bringing books or books.

Furthermore, the violations committed by SMP Nurul Jadid students are ethical issues. When the bell for class time came, students were still sitting casually outside the classroom. When the disciplinary section reprimanded them, the students did not immediately enter the class as if the teacher's reprimand was just a bluff. Many students leave without permission during recess by jumping over the school fence. When it is noon, students are required to pray in the congregation; here, many are still violating and being punished by the student division. After the midday prayer, students do not immediately return to class but sit outside the classroom and wait for it to be time to go home.

Based on the research results above, the identification of problems in this study can be drawn, including; 1) students at Nurul Jadid Middle School are still committing many disciplinary and ethical violations; 2) the institution did not evaluate the number of student violations. Thus, the application of student management at Nurul Jadid Middle School is seen as less effective.

Through these problems, more attention is needed from school principals and staff below, considering that parents send their children to school not only because they want to be smart but also want to shape their children's character to be even better (Taufiq, 2022; Yanti & Hayati, 2022). A school is a place that can get all of these criteria; as Martin Luther King once emphasized, "Intelligence plus character, that is the goal of true education" (Intelligence with character is the ultimate goal of proper education).

In order to build good character in students, educational institutions or every school should apply "School Culture" to familiarize the character that will be formed. Culture in shaping this character must be continuously built and carried out by all involved in the educational process at school. More importantly, in this case, educators should be role models in developing these characters. Indeed, no matter how good the character is built in educational institutions, if there is no role model from the educators, achieving what is expected will not be easy (Sirait et al., 2022).

Management is a process consisting of planning, organizing, actuating, implementing, and controlling, utilizing science and art to complete predetermined objectives. Management is controlling and utilizing all factors and resources, which according to a plan, are needed to achieve a specific goal (Supiana et al., 2019; Zakiya, 2022).

Student management is an essential component of the education system; students are raw materials for transforming knowledge (Arifin, 2018). All educational activities in a school are directed to all students or learners to get quality educational services.

Based on the results of several previous studies conducted by (Masyitoh, 2018), the research results were Shaping the Character of Santri by using the following methods: a. Coercion through the activation of the disciplinary character of students without violence, b. Indoctrination of values firmly and continuously, c. Maudihoh hasanah, which is carried out continuously, d. Modeling or *uswatun hasanah*, e. Personal approach to strengthening the soul and physique of students, f. Assistance through intensive supervision in student activities.

Research that has also been carried out by (Syahramadhansyah, 2020), the results of this study are to discuss the formation of student character using mentoring and habituation models. Accompaniment and habituation are carried out when the teacher gives lessons by giving examples repeatedly so that it becomes a habit for students. The process of accompaniment and habituation of students is carried out 24 hours by the school and boarding school companions, which contain positive activities, namely reciting the Al-Quran and discussing the Hadiths of the Prophet Muhammad. The process of facilitating this habituation is so that all students can control the activities carried out every day.

Research conducted by Sapirin et al. (2019) says that the results of this study explain that the process of character formation through the implementation of aqidah moral subjects is carried out in three ways: a) Through learning activities in the classroom, b) Through activities outside class, c) Through activities outside of school.

Based on the previous research mentioned above, character education has a massive role in achieving educational goals, especially in forming students who have good morals. Therefore, research has its uniqueness, where researchers try to make student management an approach to the success of character education activities in schools. The purpose of this research is to understand the management of students in building the character of students at school.

## RESEARCH METHODS

The research approach used is a qualitative descriptive approach. Research subjects include school principals, deputy principals, teachers, and other education personnel. Data collection was used using interviews, observation, and documentation. The interview is a data collection technique to obtain information from data sources directly through conversation or question and answer. Interviews are used as a data collection technique when the researcher wants to conduct a preliminary study to find problems that must be studied, but also when the researcher wants to know things from respondents in more depth.

Observations or observations made in this study are participant observations, where the author wants to know whether, without his presence, the subjects behave the same or become different, and so on. Participating observers observe and listen carefully. Based on the results above, as an observer, the initial observation stage is still the stage of understanding the situation to make it easier to adjust to school. At this stage, it is used more to get to know the Principal, Deputy Principal, Teachers, and other Education Personnel; the most important thing is to tell the actual purpose. After this stage, the writer is sure that he will feel like blending in with the school environment. Participating observation or observation is carried out by observing the principal's work activities at school, and the researcher will prepare an observation sheet.

The data in this study is divided into two parts, namely primary and secondary data. Methods of data collection used in this study are observation, documentation, and interviews. Data analysis used the Miles and Huberman interactive analysis model (Carlyna et al., 2022).

Documents are records of events that have passed in the form of writing, drawings, or monumental (historical) works from someone (Rozhania et al., 2021), suggesting that researchers study records regarding respondents' data through documentation. Documentation study, namely conducting an assessment of documents that are considered to support research results. The observation is the intended unstructured observation; the observation is carried out without an observation guide. The researcher at this moment made frank observations; that is, when collecting data, he stated frankly to the data source that he was conducting research (Harwindito et al., 2022).

The research data analysis model uses the data analysis model according to Miles and Huberman, which includes; 1) data reduction, namely by analyzing data collection and making reflective notes related to the data obtained; 2) data presentation is done by presenting data in an informative manner; and 3) drawing conclusions and verification, namely by interpreting data which can be in the form of descriptions or descriptions of research results (Siskayanti & Chastanti, 2022). The reduced data provides a sharper picture of the observations and makes it easier for researchers to look for them at any time. The presentation of data is a collection of information that has been arranged, which gives the possibility of drawing conclusions and taking action. Drawing conclusions is the final step in data analysis.

## **RESEARCH RESULTS AND DISCUSSION**

### **Student Management Planning In Building Student Character**

Planning is the activity of preparing something to be done and preparing what is expected to happen with it. Planning is one part of the management function. Planning is always first before other functions and is the first step in the management process (Sari, 2020). Planning can be summed up as preparing things to be done in the future to achieve predetermined goals. So educational planning is a process by education staff and educators to prepare things to be done in the future to achieve predetermined educational goals (Aminuddin & Kamaliah, 2022).

SMP Nurul Jadid Paiton Probolinggo has planned well by the theory of program planning, namely setting goals and specific activity programs. Activity planning is carried out at work meetings at the beginning of the learning month. Planning activities become a strategy that must be made and implemented as a benchmark in carrying out activities so that efforts to achieve the goals of educational institutions can be effective and efficient. Planning the formation of student character at SMP Nurul Jadid Paiton Probolinggo includes disciplinary and religious activities. At the work meeting at the beginning of the month, student affairs were prepared and coordinated with the principal and other deputy principals to suit the school's vision and mission.

Student management planning in the formation of student character carried out by SMP Nurul Jadid Paiton Probolinggo is appropriate as it should be; apart from compiling a program based on the results of the previous program evaluation, SMP Nurul Jadid Paiton Probolinggo also carries out a character building plan by the student work program.



In implementing student management to maximize student character formation, the school requires planning so that student character-building activities become directed. It is undeniable that any institution requires careful planning to effectively and efficiently achieve its goals. Therefore, planning is the essential process of all management functions. With planning, other functions can become the initial capital for teaching activities to be more focused and achieve the desired goals.

From the results of the interviews, it was explained that student management planning for the formation of student character at Nurul Jadid Middle School was included in the school curriculum KTSP, which also involved the trilogy of students and the five awareness of students in building the character of their students. To implement student management in character building according to the institution's expectations, it is essential to plan activity programs in more detail and regularly to facilitate the implementation and evaluation process.

The implementation of the work program planning meeting is held at the beginning of the semester or the new school year which takes place in the meeting room attended by the staff and teachers of SMP Nurul Jadid, and the implementation time is carried out in the afternoon or after midday prayers. In these planning activities, the principal and all staff design special activity programs that students can carry out, such as good habits for students such as reading the *burdah*, praying in congregation, and other good habits. Program planning activities for student character-building activities are carried out by referring to the results of the work program evaluation in the previous year. The preparation is closely related to the school's vision, mission, problems, and follow-up.

The existence of student management in an institution will make it easier for the institution to organize in carrying out all activities that the school has determined. Planning for the student character-building program at SMP Nurul Jadid Paiton Probolinggo was carried out at the beginning of the year.

The results of the interviews explained that SMP Nurul Jadid Paiton Probolinggo every new academic year holds a work meeting which is attended by the principal and all teachers and staff of SMP Nurul Jadid Paiton Probolinggo to prepare all the activities that will be used at the start of the new learning year, one of the programs that prepared at the beginning of the year is a program of activities related to discipline and religion.

The planned program of activities is based on the results of the work program evaluation in the previous year. By referring to the program evaluation results last year, the school can find deficiencies related to student character-building activities at SMP Nurul Jadid Paiton Probolinggo.

In addition to book one, student management planning in character building is also included in learning tools for educators, both written and unwritten. The Nurul Jadid Middle School institution also plans student character-building activities to compete with other schools as follows; 1) Energy/physical participation in various activities, 2) Idea/Thought Participation.

In making a program plan, it must first describe what will be implemented in making a program plan using steps that have been conceptualized and simplifying the implementation process. From the results of observation and research at Nurul Jadid Middle School, the school makes more conceptual planning using 5W+1H. What activities must be carried out, who is involved in the activity, where to carry out these activities, when to carry them out, why to carry them out, and how to carry them out. The program determined by the school to be implemented sometimes determined just like that. But how about the response and participation of the school community itself?

### **Application of Student Management in Building Student Character**

The application of education in schools can at least be pursued through four alternative strategies in an integrated manner. First, integrating character education content that has been formulated into all subjects. Second, integrating character education into daily activities at school. Third, integrating character education into programmed or planned activities. Fourth, building collaborative communication between schools and parents of students (Rosad, 2019).

Implementation of actuating is a close relationship between individual aspects, from arrangements for subordinates to be understood and an effective and efficient division of labor to achieve tangible goals. The implementation of student management in building student character at SMP Nurul Jadid Paiton Probolinggo cannot be separated from the school community's participation in providing role models and coaching for students in character building. The implementation of student management in character building at Nurul Jadid Middle School is carried out every day according to the program that has been planned. By doing it regularly, it will become a habituation for students.

In the implementation process, student management in building student character at Nurul Jadid Middle School includes the following stages: Student Religious Assistance. Religious assistance for new students is an activity that introduces the situation and conditions of educational institutions in which there are several religious activities accompanied by OSIS members, as well as covering the physical environment of the school and the social environment of the school. However, the religious activities of students at Nurul Jadid Middle School are carried out indirectly by the institution but are combined with OSABAR (New Santri Orientation).

Second, Grouping Students. Before students are accepted at a school to participate in the learning process, they need to be placed and grouped in their study groups based on the results of the tests and selections that have been carried out before. Student grouping is done with a class system; student grouping can be done based on the similarities that exist in students, namely gender and age. In addition, grouping is based on differences in individual students, such as interests, talents, and abilities.

There are several groupings of students, especially for new students at Nurul Jadid Middle School, namely the language select LIPS group, the MIPA group, and the regular group. This grouping was carried out based on students' aptitude and interest tests at Nurul Jadid Middle School.

Third, Guidance and Development of Learners. At Nurul Jadid Middle School, character building is applied to disciplinary and religious activities and guidance and counseling for students who violate school rules. Meanwhile, developing students is carried out in the form of extracurricular activities at Nurul Jadid Middle School, including scouting activities, PMR, Qiroatil Qur'an, language skills, sports, and Islamic/hadroh arts. The guidance and development of these students aim to regulate various activities in the field of student affairs so that learning activities in schools can run smoothly, orderly, and regularly and achieve the school education goals.

Fourth, Recording and Reporting. Recording and reporting at Nurul Jadid Middle School are carried out using a disciplinary officer coming to class and supervising and taking students' attendance. If students are absent for a few days without explanation, the officer will report to Guidance and Counseling. Meanwhile, student violations are also recorded separately from the disciplinary section and then reported to the BK and then reported to the homeroom teacher. Recording and reporting carried out by discipline, homeroom teachers, and other teachers in student attendance are all aimed at coaching carried out by the school and handled directly by the guidance and counseling department.

Fifth, the Mutation of students. There are two types of student transfers at Nurul Jadid Middle School, namely: External mutations are transfers of students from one school to another. At Nurul Jadid Middle School, student mutations occurred due to several reasons put forward by students, such as: not feeling at home and requests from parents for violating school rules. Moreover, students who mutate must follow the procedures implemented by the institution. Internal mutations are the transfer of students within a school regarding grade increases. Grade increases at Nurul Jadid Middle School can be done if students meet the school's criteria: the student attendance rate for one semester is not less than 90 percent, and students can complete PTS and UAS scores.

Sixth, Graduation, and Alumni. The requirements for graduation at Nurul Jadid Middle School are that students are declared to have passed after completing all subjects, administration, and the National Examination. Alums of Nurul Jadid Middle School do not have an official alum association organization from the school, but alums have ties in each class.

### **Evaluation of Student Management in Building Student Character**

In Islamic education, evaluation is an effort to examine students' character as a whole, covering all elements so that graduates are not only knowledgeable but also religious and always closer to Allah SWT (Sari, 2018). Evaluation is a process of finding data or information about an object or subject that is carried out to decide on the object or subject. Evaluation activities are one of the stages in the education and training management process (Widodo, 2018). Evaluation activities are activities to organize planned work and ensure that the implementation of the work takes place according to plan. If it does not go according to plan, it must be repaired. One approach is through education. Because the real purpose of education is to produce human beings who are moral, virtuous, and have noble character (Anwar, 2021).



Evaluations carried out in student character formation included inputs from school administrators and principals that had a real impact, such as scouting activities at school and extracurriculars. Efforts to have follow-up evaluations regarding the formation of student character so that there are concrete actions and development of students in daily activities, especially student discipline.

Every activity that has been carried out requires control (Controlling) to ensure that all series of activities that have been planned, organized, and implemented can run according to the expected targets even though various changes occur in the environment of educational institutions. In addition, to find out the deficiencies encountered during the running activities.

From the results of the interviews explained by Deputy Middle School Student Affairs Deputy Nurul Jadid that the evaluation carried out in building student character, there were several inputs from school administrators and principals that had a real impact, such as scout coaching activities at school and extracurriculars. The deputy head of curriculum also expressed the same thing.

According to the information obtained by the researcher, it can be seen that evaluation activities in the implementation of student management in the formation of student character at Nurul Jadid Paiton Probolinggo Middle School, that in the implementation of a work program that is carried out for one year, it is inevitable that there are deficiencies because it is related to human resources. Differences in perspective between institutions and what is happening in the field; for example, the work program decided by the institution, according to him, is excellent and effective, but what happens in the field is not even suitable to be applied to students. Therefore, at the end of each year, SMP Nurul Jadid conducts several evaluations to determine which work programs must be maintained and which must be removed, especially in extracurricular activities.

## CONCLUSION

Based on the results of research and discussion of research on the implementation of student management in the formation of student character at Nurul Jadid Middle School, the researchers can conclude, Student management planning in the formation of student character carried out at SMP Nurul Jadid Paiton Probolinggo is carried out based on the initial work meeting of learning. Teachers and principals attended the working meeting. Activity program planning is carried out based on the results of the work program evaluation in the previous year. By referring to the program evaluation results last year, the school can find deficiencies related to student character-building activities at SMP Nurul Jadid Paiton Probolinggo.

The implementation at SMP Nurul Jadid Paiton Probolinggo includes (1) Religious Assistance for Students, (2) Grouping of Students, (3) Guidance and Development of Students, (4) Recording and Reporting, (5) Transfer of students, and (6) Graduation and Alumni.

Evaluation at Nurul Jadid Paiton Probolinggo Middle School means evaluating the implementation of a work program that is carried out for one confident year. There are deficiencies, so evaluation is critical because it is related

to human resources where there are sometimes differences in perspective between institutions and those that occur in the field. Therefore, in addition to evaluation, there is a need for follow-up so that there are concrete actions and the development of students in their daily activities.

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