


## EDUCATOR AND EDUCATION PERSONNEL PLANNING IN THE VIEW OF ISLAM

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Article Info	ABSTRACT
<p><b>Article history:</b> Received Aug 25, 2024 Revised Sep 07, 2024 Accepted Sep 13, 2024</p> <p><b>Keywords:</b> Planning; Educator; Education Personnel</p>	<p><b>General Background:</b> The planning of educators and education personnel plays a critical role in the effectiveness of educational institutions, especially in ensuring that human resources are aligned with institutional goals. <b>Specific Background:</b> At the Institut Agama Islam Negeri (IAIN) Bone in South Sulawesi, Indonesia, this planning is essential to address the institution's unique administrative and academic needs. <b>Knowledge Gap:</b> Despite its importance, there has been limited research that explores the detailed processes behind the planning of educational personnel, particularly in Islamic higher education institutions in Indonesia. <b>Aims:</b> This study aims to explore and describe the planning of educators and education personnel at IAIN Bone, using a qualitative approach to understand how institutional leaders coordinate and implement such plans. <b>Results:</b> The findings reveal that the planning process is comprehensive, involving an analysis of needs, problem identification, and data collection through leader coordination. Actions are executed based on Standard Operating Procedures (SOPs), and solutions are collectively formulated to serve as future references. <b>Novelty:</b> The research provides new insights into the structured, SOP-based planning methods used at IAIN Bone, highlighting a collaborative approach that involves multiple stakeholders, which has not been widely documented in previous studies on educational personnel planning. <b>Implications:</b> These findings underscore the importance of structured, needs-based planning in educational institutions, offering a model that other Islamic institutions in similar contexts could adapt to improve human resource management and institutional efficiency.</p> <p>This is an open-access article under the <a href="#">CC-BY 4.0</a> license.</p> 

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## INTRODUCTION

An organization will focus on human resource management as one of the steps to improve the quality of the organization. Changes in standards, changes in environmental conditions and the increasingly diverse and increasing consumer demand indirectly make

organizations have to be smarter in anticipating this. Therefore, an organization must strive to improve the quality of its performance. [1].

As a system, human resource management will be carried out through interaction by working together with one another, so that organizational goals can be realized effectively and efficiently. [2]. Organizational goals will be difficult to achieve without the intervention of human resources in it, even though the technological and economic aspects of the organization are perfect.

Human resources have great power to manage all the resources on earth. These existing resources must be managed properly because it is a mandate given to humans who will be responsible in the afterlife. (Paramansyah et al., 2021).. In Surah Ar-Rahman verse 33, Allah gives direction to humans to learn as widely as possible and without limitation to provide proof of the omnipotence of Allah SWT. The knowledge in question should be related to the study of the Quran and Hadith. Humans have the potential to be noble creatures and also have the potential to be vile creatures. So Allah gave humans as resources in the form of reason and heart to help them learn and study the treatise of Allah and Allah's Messenger in managing this universe so that the world and its surroundings are safe.

In the history of educational development in Indonesia, the vital aspect of human resources in educational institutions is that educators and education personnel have not received much attention, it can even be said that they are often forgotten. In contrast to the aspects of development that are highly considered is the physical development that supports education. [4].

The management of teaching staff and education staff requires good planning so that they can carry out their duties in accordance with the responsibilities that have been given.

In the planning of teaching and education personnel, there is a discussion of all activities of planning teaching and education personnel. There are several things that differ in the discussion related to research on the planning of teaching and education personnel. Research conducted by Arianto et al. describes the stages of planning for teaching and education personnel, namely analyzing the situation and availability of human resources, creating and opening a recruitment process, conducting selection and positioning of human resources. [5]. Meanwhile, research conducted by Fitriani et al. shows that the planning of teaching and education personnel is to determine and formulate the objectives to be achieved, examine the problems or work to be carried out, collect data and information, determine the stages or series of actions and formulate the way the problems will be solved and the way the work will be completed Research on the planning of teaching and education personnel is carried out more in schools or madrasah than in universities. This can be seen when researchers search for relevant previous research.

Based on the results of initial observations at Institut Agama Islam Negeri Bone, educators and education personnel are sometimes given additional duties that are not in accordance with their degree or educational background, so that sometimes it becomes one of the obstacles in carrying out their duties. This is the basis so that researchers want

to conduct research related to the Planning of Educators and Education Personnel at the Bone State Islamic Institute.

## METHODS

This research was conducted at Institut Agama Islam Negeri Bone which is located on Jalan Hos Cokroaminoto, Tanete Riattang District, Bone Regency, South Sulawesi. This research uses a qualitative approach to find out about the planning of educators and education personnel at the Institut Agama Islam Negeri Bone. This research was conducted by going to the field to meet informants as a source of information. The research subject is not determined, but the process of rolling the research data revolves around subjects within the scope of the Institut Agama Islam Negeri Bone

## RESULTS AND DISCUSSION

### Planning for Educators and Education Personnel at Institut Agama Islam Negeri Bone

Planning is the initial activity in work, where work-related problems are considered to achieve an optimal result and it does not happen in vain. This is described in the word of Allah in QS. Shaad verse 27, namely:

وَمَا خَلَقْنَا السَّمَاءَ وَالْأَرْضَ وَمَا بَيْنَهُمَا بَاطِلًا ذَلِكَ ظَنُّ الَّذِينَ كَفَرُوا فَوَيْلٌ لِلَّذِينَ كَفَرُوا مِنَ النَّارِ

Meaning:

"And We have not created the heavens and the earth and what is between them without wisdom (in vain), such is the opinion of those who disbelieve. So, woe to those who disbelieve, for they will enter Hell." [16].

Planning is something that needs to be done carefully and thoroughly. Therefore, there are steps in planning as stated by Ngalim Purwanto in Tatang (2017) as follows.

- a. Determine and formulate the objectives to be achieved

Every activity to be carried out must be carefully prepared and planned. In fact, Islam requires all its followers to prioritize intention over all aspects of performance. The context of intention does not only apply to ritual aspects but can be realized in all aspects of life. One of the verses that describes the importance of planning in this case determining and formulating the goals to be achieved is found in the word of Allah in QS al-Baqarah: 197, namely:

Meaning:

وَتَزَوَّدُوا فَإِنَّ خَيْرَ الزَّادِ التَّقْوَىٰ وَاتَّقُونِ يَا أُولِيَ الْأَلْبَابِ

"Be armed and indeed the best provision is piety and fear Me, O people of understanding" [16].

In determining and formulating the goals to be achieved related to educators and education personnel, the first thing to do is to know the objectives of the institution, namely the Tri Dharma of Higher Education. So, the goal to be achieved is that educators and education personnel are required to do work in accordance with the Tri Dharma of Higher Education. Planning is the whole process and steps in making careful decisions regarding what must be done in the future to achieve goals. [18].

After that, it is necessary to analyze the needs of educators and education personnel. Then, mapping positions so that everyone can know their position so that they can carry out tupoksi in accordance with the position they hold.

b. Research the problem or work to be done

How to research problems in the work of educators and education personnel, usually the problems that exist are related to the shortage of homebase lecturers in study programs which results in the distribution of courses still looking for LB lecturers to fulfill the number of lecturers who will teach. Therefore, study programs should provide proposals for lecturer needs to the faculty to procure lecturers. Regarding the problem of teaching staff, identification can be done based on the results of monitoring and evaluation of lecturers carried out at the end of the semester and through campus information systems in the form of EDOM that students fill out. Students will monitor and evaluate the teaching staff every time the lecture process ends. So, the head and secretary of the study program can make these results a reference for conducting evaluations at the end of each semester in order to see how the performance of the lecturer concerned is, whether his performance is in the good category or still needs to be improved. Educators and education personnel should already understand their respective tasks and functions, they will carry out work in accordance with the SOP that has been made. In addition, from education personnel there are some who find it difficult to distinguish tasks from structural officials, so there must be good position mapping, coordination and synchronization. Leaders can directly ask educators and education personnel about the problems being faced. Leaders should not make decisions based solely on assumptions without seeing and knowing firsthand what is happening to these educators and education personnel.

In solving the problems that are being faced in the planning process, the Prophet said that: "Verily Allah loves people if they do a job, done in itqan (precise, directed, clear and complete)" (HR. Thabrani).

The Prophet provides a solution to researching problems in work to be carried out in itqan, which is precise, directed, clear and complete. By doing work in itqan, it will have an impact on the work that is in accordance with what is expected, because first it has examined what is the problem so that it can find the right solution to overcome it completely.

c. Collecting data and information

Collecting data and information related to educators and education personnel begins with requesting data and information from their respective stakeholders. Educators through coordination from Vice Chancellor 1 with Vice Dean 1 then Vice Dean 1 will coordinate with the study program to get information about what is currently needed. As for education personnel, it can be through the heads of departments in each faculty. When collecting data and information, it must be done selectively so that it can cover all parties and not only listen to one party so that it can have an impact on the emergence of new problems.

Collecting data and information related to educators and education personnel will begin by taking data and information from the study program by adjusting what is needed. As in the recruitment of educators, what course lecturers are currently needed so that when recruiting will be adjusted to these needs, as well as education personnel. So, the collection of data and information on educators and education personnel comes from the study program, dean, vice dean, then it will be discussed that this is what is needed after that and then proposed. Data and information related to teaching and education personnel can also be obtained in the staffing section and can be directly requested from the party concerned.

d. Determine the stages or course of action

The concept of planning is clearly seen in the creation of the heavens and the earth and their containers, that Allah has planned everything clearly and carefully, even the length and shortness of human life is planned. Every process has stages or series of actions, in QS. Al-Hasyr verse 18 Allah says that:

يَا أَيُّهَا الَّذِينَ آمَنُوا اتَّقُوا اللَّهَ وَلْتَنْظُرْ نَفْسٌ مَّا قَدَّمَتْ لِإِعَادٍ وَاتَّقُوا اللَّهَ إِنَّ اللَّهَ خَبِيرٌ بِمَا تَعْمَلُونَ

Meaning:

"O you who believe, fear Allah and let each one of you consider what he has done for tomorrow (hereafter); and fear Allah, Verily, Allah is aware of what you do" [16].

From the description of the explanation of the above verse, it can be seen that educational planning is the main key to determining subsequent activities. Without careful planning, other activities will not run well and can even result in failure. So, make a plan as complete as possible to achieve the desired success.

The stages and series of actions that will be carried out by educators and education personnel will look at the applicable SOP. Every action of educators and education personnel must have a regulated SOP, not only by providing services or service procedures, but also by imposing sanctions if they commit violations or actions that are not in accordance with the applicable SOP. There

is a code of ethics for educators and education personnel and students that has been made by LPM. Determination of the stages and series of actions to be carried out by educators and education personnel based on leadership policies.

- e. Formulating how the problem will be solved and how the work will be completed

How to formulate problem solving and job completion through coordination between institutions, faculties and study programs so as to provide information about the problems being faced by educators and education personnel. Then, the problem will be discussed at the leadership level to find the best solution together. If you look at the SOP, if the person concerned makes a problem again, a warning will be given, reprimanded verbally and then in writing. If the problem cannot be resolved at the study program level, it will be reported to the faculty and then to the rectorate.

There is a verse that encourages organizers or leaders to determine their attitude in solving problems at work.

إِنَّ اللَّهَ يَأْمُرُ بِالْعَدْلِ وَالْإِحْسَانِ وَإِيتَاءِ ذِي الْقُرْبَىٰ وَيَنْهَىٰ عَنِ الْفَحْشَاءِ وَالْمُنْكَرِ وَالْبَغْيِ يَعِظُكُمْ لَعَلَّكُمْ تَذَكَّرُونَ

Meaning:

"Verily, Allah enjoins you to be just and to do good, and to give to your relatives; and Allah forbids the doing of evil, wrong and enmity. He gives you lessons that you may learn" (QS. An Nahl: 90). [16].

The verse explains that we should always be fair in making a decision, this is the same way as the leaders on campus when facing problems related to educators and education personnel. They will first look for the subject matter, not only listen to one party but provide opportunities for all parties to argue, so that it can be seen what problems are being faced. The leaders will sit together to make the best decision on the problems that occur.

## CONCLUSION

**Fundamental Finding:** This study provides a comprehensive overview of the planning process for educators and education personnel at the Institut Agama Islam Negeri Bone, revealing that the planning involves a systematic approach including needs analysis, problem research, data collection through leader coordination, adherence to SOPs, and collaborative solution finding. **Implication:** The findings highlight the importance of a structured and collaborative approach in educational planning, suggesting that similar institutions could benefit from implementing these practices to enhance their planning processes and overall effectiveness. **Limitation:** The study is limited by its qualitative nature and focus on a single institution, which may restrict the generalizability of the findings. **Further Research:** Future research should explore quantitative methods and compare planning processes across multiple institutions to validate and extend these findings, providing a broader understanding of effective educational planning strategies.



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