

Analysis of Education Management Factors in the Education System and Educators

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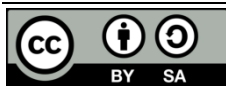
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Abstract.

One aspect that affects the activities of the learning process is the teacher, so that in order for the learning process to run well, the teacher must understand the material before it is delivered to students and know exactly the knowledge that students have at the beginning before attending the lesson. This study aims to determine the relationship between the education system and education management and educators with education management. The method of writing this scientific article is qualitative and literature study or Library Research. Reviewing literature books by the theory discussed, especially in Education Management, analyzing reputable scientific papers and essays from non-reputable journals. In qualitative research, a literature review must be used consistently with methodological assumptions. The result of this study is that the education system affects the administration/management of education. If the education management system is implemented, education will be better. Furthermore, educators have an important role in implementing education management so that education management develops even more.



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A. INTRODUCTION

A system is a collection of elements interacting to achieve a specific goal. This system describes events and unity, such as places, things, and people that exist and occur (Baridwan, 2015).

A system is a series of two or more interconnected components which interact to achieve a goal (Paniran, 2020). Most plans have smaller subsystems supporting larger systems (Utami & Buana, 2022). The system is one of the approaches needed so that humans can view the

problems of this world more thoroughly, and thus decision-making and action choices can be made more focused on the sources of issues that will change the system effectively (Reason, 2000; Hidayatno, 2016; Armawati & Imron Rosadi, 2021).

Management in Indonesian means management (Nasution et al., 2021). If in terms, leadership is one of the efforts to manage all aspects of education to achieve the success of an educational process that is carried out and implemented (Pont et

al., 2011; Astuti, 2021). Educators are also divided into various types: lecturers, teachers, tutors, facilitators, and others (Hasanah, 2022).

The most important thing for educators is to run and participate in the educational process that is carried out. Education is one of the efforts to coach, form, direct, intelligent, and train aimed at all students formally, informally, and informally (Talia et al., 2022).

In Law of the Republic of Indonesia Number 20 of 2003 concerning the National Education System in general provisions, it is stated that 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 skills needed by themselves, society, nation and State (Law of Sisdiknas, 2003).

Every organization is required to have quality Human Resources (HR) and have high competitiveness so that it can be energy for the organization to compete with its competitors amid increasingly dynamic changes (Tayibnapi et al., 2018; Hamadamin & Atan, 2019; Battour et al., 2021). The demand for quality and competitive human resources is not only the demand of the organization and its

competitors but also the demands of its customers, especially its external customers (Apriliana & Nawangsari, 2021; Farida & Setiawan, 2022).

Currently, an organization's external customers are faced with many alternatives to make decisions, so they have many choices in determining which organization's products and services they consume (Hidayat, 2017; Darmansyah & Us, 2022). Quality education can be realized by involving all education components because education is a shared responsibility (Nurhalim et al., 2023).

The same understanding and commitment between teachers, parents, and the community in education is needed to improve the quality of teaching and must be simplified in the form of a systematic thinking pattern (Hermanto, 2020). Social Support is a form of concern from the surrounding environment in the form of Support in improving the quality and quality of complex education (Iryani et al., 2021).

The development of Indonesian human resources is more inclined to Japanese-style HR management because Indonesian people also have a culture of respecting family and togetherness (Subronto et al., 2021). There is no comprehensive study on educational HR management departing from local

Indonesian culture. There is also no adequate study on HR management in education, where HR studies are developed from educational values (Subronto et al., 2021).

Planning is a projection of what must be implemented to achieve the goals and objectives that have been set (Mubin, 2020). As a projection, planning has elements of identifying, inventorying, and selecting needs based on priority scales, holding more detailed specifications on the results to be achieved, identifying requirements or criteria to meet each market, and identifying possible alternatives, strategies, and targets for its Implementation (Pattasang & Imron Rosadi, 2021).

Human resources are a very vital element in every organization because human resource factors are very dominant in the organization's work process, so to achieve organizational goals, it is necessary to develop human resources carried out to improve employee performance, skills, behavior, and knowledge (Alqudah et al., 2022).

In addition, changes that occur along with modernization, both within the scope of the organization and outside the organization, demand the development of human resources, so as an investment in the organization, human resources play an

important role in the growth of a nation (Priyatna, 2017; Mzee et al., 2010).

Therefore, as the organization's main resource, full attention to human resources is necessary. Dynamic environmental conditions, employee placement that does not always lead to success, and environmental conditions that tend to change require organizations to continuously adjust and develop human resources according to organizational needs (Priyatna, 2017; Mohiuddin et al., 2022).

An organization must have goals to be achieved. This goal is achieved by utilizing existing resources (Steinmann et al., 2018). And among the most important resources is HR (human resources). Because to make quality education, especially in this case an educational institution, the human resources must also be qualified (Subronto et al., 2021).

To provide insight into the view of education to readers, observers, academics, and education practitioners to understand how comparisons from different angles and with public awareness of the importance of education, it is hoped that education control in Indonesia can be better and continue to grow and improve. The question in this study is: how to develop education quality management in the era of regional autonomy and

educational autonomy through applying management principles with the educational paradigm.

Educators are professionals tasked with planning and implementing the learning process, assessing learning outcomes, conducting guidance and training, and conducting research and service to all levels of society. This cannot be denied because formal educational institutions are the world of educators' lives. Most of the educators' time is spent in school; the rest is at home and in the community (Putra et al., 2018).

Educators are education personnel who are qualified as teachers, lecturers, counselors, civil servants, tutors, instructors, facilitators, and other designations by their specificity, such as participating in the Implementation of education by Law Number 20 of 2003 concerning the National Education System (Law on Sisdiknas, 2003).

The teacher is an educator at the primary and secondary school levels who plays a direct role in carrying out their duties and obligations at school. The most important task of the teacher is to teach and educate students. Teachers convey knowledge or skills to others in certain ways so that expertise can belong to that person. Adapaun as an educator, is an active intermediary of high and noble

moral values and norms for social provision (Faisal et al., 2021).

Learning is a complex system whose success can be seen from two aspects: the product and the process. Learning success seen from the product side is students' success regarding the results obtained by ignoring the learning process. The success of learning in terms of results is easy to see and determine the criteria. Still, it can reduce the meaning of the learning process as a process that contains educational values (Safitri et al., 2021).

As a system, learning will be influenced by several elements that make it up. Some aspects that can affect the activities of the learning process include teachers, students, facilities, tools, media, and the environment. For the learning process to run well, the teacher must understand the material before being delivered to students. In addition to understanding the material, teachers must know exactly the knowledge students possess at the beginning before attending the lesson.

Previous researchers have often researched education management factors. At the same time, the study focuses on 1) How the Education System affects Education Management, 2) Education Management affects Education Management, and 3) Education Personnel

influence Education Management. Furthermore, Siregar (2019) focuses more on knowing the factors that affect education and training management (Diklat) in efforts to develop human resources.

Based on the explanation above, this study aims to determine the relationship between the education system and education management and educators with education management.

B. RESEARCH METHOD

The method of writing this scientific article is by qualitative methods and literature studies or library research, namely education management: theory and Practice in the Implementation of the national education system; Determination of Islamic Education Management: Education System, Education Management, and Education Personnel (Islamic Education Management Literature), and Factors Influencing Islamic Education Management: Education System, Education Management, and Education Personnel. Reviewing literature books by the theory discussed, especially in education management, analyzing reputable scientific articles and articles from non-reputable journals.

In qualitative research, a literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions the researcher asks. One

of the main reasons for conducting qualitative research is that the study is exploratory (Limakrisna & Ali, 2016).

C. RESULTS AND DISCUSSION

The relationship of the education system with education management

The learning planning system in education is a process to influence students to be able to adapt as well as possible to their environment and which will cause changes in themselves that allow them to function according to their competence in community life (Dolong, 2016; Shah & Rais, 2022).

Educational institutions as an institutional form that unites all interests after reaching a consensus on the organization's main goals. It is appropriate for managers to apply the type or style of management right to the situation and the administrative model. But of course, the human management system is in the foreground because, in educational institutions, humans are the focus of research. Human existence contributes to building a good education system and creates and defines an integrated education system (Juhji et al., 2020).

Decentralization of education is essentially one of the recognition processes, and education does not work well when everything is centralized. The factor of education at lower levels plays a greater role. A country will foster creativity and improvisation in education provision to continue improving the quality of education (Rezani et al., 2023).

If a planner can think systematically, he always does something when planning: (1) identify and know which elements are interrelated and can support the achievement of goals; (2) develop all identified elements and try to understand them well; (3) classification of elements based on similarity of characteristics; (4) increased order of importance and urgency; (5) doses indicating balanced weights; (6) Action, Implementation of the plan made (Darmansyah & Us, 2022).

Man develops knowledge to meet his inner needs and life (Dila, 2021). He thought of new things because not only did he live to survive, but more people developed the culture and gave it the meaning of life. Man "humanizes himself in his life."

It causes people to try to develop their knowledge and seek the truth of the information they receive. That makes a man a unique creature living on this earth (Mukti & Imron Rosadi, 2022). The pedagogic learning planning system is a process within its framework influencing the student to adapt as much as possible about the environment and what causes changes in him that allow him to do so (Muthmainnah et al., 2019).

From the perspective of understanding and definition of competence in social life, education is the conscious work of family, community, and government through leadership, education, and continuous training at and outside school (Yulmawati, 2017). This conscious effort takes the form of learning where there are teachers who support students in the Implementation of learning activities,

and teachers use methods to assess or measure student learning with prescribed procedures (Dolong, 2016; Arianti, 2019; Susanti et al., 2022; Harahap et al., 2022; Alfiyanto & Hidayati, 2022).

Educational human resources are all people involved in training activities and influence existing organizational management functions. Educators usually consist of principals, teachers/educators, students, administrators, and others (Aliyyah et al., 2021). Education funds are the education system's internal capacity to effectively manage education funds (Efriliyanti et al., 2022). Article 1 (23) of the National Education Law explains that education steps are everything that functions to carry out education.

Based on the opinion of experts, the indicators of habits of mind of this study are as follows: Persist or never give up; regulate conscience; Hearing the views of others who have empathy; flexible thinking; metacognitive thinking; try to work thoroughly and accurately; ask questions and present problems effectively; Use longing experiences to form new information; think and communicate clearly and accurately; Use your senses to collect and process information; create, imagine and to renew; enthusiastic and responsive; dare to take responsibility and take risks; Humorous; Continuous learning (Hanifah et al., 2018).

Educators with Education Management

Educators or educators as part of teaching and learning activities (KBM) are

competencies that greatly determine learning success because the main task of teachers is to plan, manage, implement, and evaluate (Idrus, 2019). In principle, the Implementation and success of the educational process at all levels of education are not only determined by the need for additional supporting elements but also by teaching staff factors (Nevenglosky et al., 2018; Magdalene et al., 2021; Munna & Kalam, 2021).

The development of formal and informal education is basically planned, directed, and carried out regularly and is responsible for cultivating, producing, and developing a balanced personality through knowledge and skills. An initiative to improve, improve, and progress towards human dignity and dignity, optimal human qualities and abilities, and independent individuals (Zulkarnain, 2015; Loeng, 2020).

Developing advanced thinking and communication skills, increasing interest, confidence, social awareness, and tolerance towards individual differences to prepare a wide range of skills and abilities such as creative, innovative, critical thinking, problem-solving, communication, cooperation and collaboration, ICT skills and leadership should give people a space to discover and develop their concepts (Mardhiyana & Sejati, 2016; Yoga Adi Pratama, 2022).

This corresponds to constructivist learning. The interaction between problems and the learning environment creates understanding. Students find solutions to the

issues faced to excite them (E. D. Susanti, 2015).

One of the neglected self-control that was initially considered a simple problem that students often experience is absenteeism. In the United States, hundreds of thousands of teenagers skip school daily without permission and for no apparent reason. Absenteeism is a problem in this country of concern. According to some studies, it is suspected that such behavior strongly predicts the appearance of juvenile delinquency. Students with poor self-control cannot control themselves, including their intelligence (Subronto et al., 2021).

The success of improving the quality of education is closely related to the professionalism of educators and education staff. This strategic position is irreplaceable, no matter how sophisticated technology is. The existence of sophisticated technology still requires teachers to use it. In the hands of professional educators, the lack of facilities and infrastructure can be overcome and covered. In contrast, in the hands of non-professional educators, adequate facilities and infrastructure cannot be utilized properly, resulting in student learning achievement not increasing (Sugiyem, 2012).

In short, how well the technology and curriculum are organized, but ultimately the success of education is largely determined by professional educators. Based on the points mentioned above, no corrective actions will significantly impact educators in an

educational institution in terms of formal and informal education (Yusuf et al., 2022).

The training staff consists only of educational institutions or educational institutions with not only teachers but everyone participating in education. The teaching staff is divided into three groups according to their position: 1) Structural strengths: train training staff in general management positions (managers) who are directly or indirectly responsible for the training unit; 2) Functional power: there is a teacher who occupies a functional post in a position that depends on pedagogical competence for his work; 3. Technical staff in education: some trainers place higher demands on technical-functional or technical-management skills during their work performance.

From some of the opinions above, it can be concluded that the factor of education human resource management is inseparable from the role of education itself, with education always being the dynamic of the development of education itself. Education management is based on the National education standard itself; by studying education management, it is hoped that teachers will understand more about education management. In addition, implementing education is also the spearhead of the people in developing education.

D. CONCLUSION

Based on the explanation above, the education system affects education

management. The results will be better if the education system is implemented and becomes a reference in implementing education management. Then, education personnel have an important role in implementing education management so that education management becomes more advanced. Human resource education management is inseparable from the part of the education system and educators, and the education system determines the dynamics in the development of the world of education.

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