

Implementation of the Organizing Function of Islamic Education Management in Improving the Performance Quality of the Makassar Insan Unggul Sinergi Foundation

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ABSTRACT

In improving the performance quality of the Makassar Insan Unggul Sinergi Foundation, it has implemented strategies such as Determining Company Goals, Providing Periodic Feedback, Well- Structured Division of Work, Using Technology, Conducting Periodic Evaluations annually by the chairman of the foundation to find out the extent of development each year. The purpose of this study is to describe the implementation of the organizing function of Islamic education management at the Makassar Insan Unggul Sinergi Foundation Foundation, to determine the quality of performance at the Makassar Insan Unggul Sinergi Foundation, and to find out the opportunities and obstacles in the implementation of the Islamic education management organizing function at the Insan Unggul Sinergi Foundation Makassar. This research uses qualitative research and descriptive approach, while the data collection techniques use observation, interviews, and documentation. The collected data is then analyzed based on data reduction, presentation, data, and drawing conclusions. Sources of research data are primary data and secondary data, the technique of checking the validity of the data in this study is by using triangulation. The results showed that the implementation of the function of organizing Islamic education management at the Makassar Insan Unggul Sinergi Foundation was good. Foundation personnel (Chairman of the foundation, secretary, treasurer, advisor, and teacher) have carried out their duties properly in the management in the sections according to the division of work and the responsibilities of the management in terms of the work that has been given. The quality of performance at the Makassar Insan Unggul Sinergi Foundation is that it has maximized all the tasks of the existing management, both tasks that have been assigned or assigned to improve effective and efficient quality, the ability of the management to carry out all the tasks that are their responsibilities and the suitability of the work plan with the goals or objectives that have been set and with the excess of knowledge or ideas that exist from each board about management science in improving the quality of the foundation. The opportunity factor is opening another branch of activity, expanding the network with partners that match the vision and mission, opening up job opportunities for the community, increasing trust from the government because of the quality of work. Meanwhile, the obstacles are, being in the community, the need for improvement of sapras, lack of parental assistance to children's education.

Keywords: Organizing, Islamic Education Management, Performance Quality, Makassar Insan Unggul Sinergi Foundation

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I. PRELIMINARY

Education is very important in the progress of the world and humans. There is no time limit for a person to continue learning, namely from birth until someone dies, but it is also a benchmark or motivation for the provision of the hereafter. A person who has faith and knowledge will be elevated by several degrees by Allah SWT. Faith and understanding are the main capital to be able to achieve success in this world and the hereafter. Every nation and every individual generally wants education, the education referred to here is formal education, and the higher the education, the better. One important part of education has an important role in achieving educational goals, namely organizing. In everyday life, as social beings, of course, humans cannot live alone and will always depend on each other. Facts show that most human beings live most of life in organizations, we are organizations called family; be an organization in the workplace; actively participate as members of educational organizations as students, and students; we are also members of an organization called a family, in general, it can be said that organizations are formed by humans. The goal is to carry out or achieve certain things that are impossible for individuals to do. Organization for a system is needed by humans. Through organizations, humans

can interact and socialize with other humans, and talk together to realize the goal for the common good, for that today many organizations from various groups, and layers, of groups, are trying to form organizations, as a forum for gathering opinions, as well as in education, the organization functions to achieve educational goals. In the organization of the activities carried out, there needs to be an arrangement which is usually called organizing. Organizing is the second management function which is a strategic step to realising plans. Organizing is a management function and is a dynamic function, while organization is a static tool or container. Organizing comes from the word "organism" which means creating structures and parts that are integrated in such a way so that their relationship with each other is bound by a relationship to the whole.

Rasulullah SAW is the best example for us in doing da'wah and managing da'wah. Its success was spectacular. How could it not be, in just 23 years he managed to invite all Arabs into the embrace of Islam, the impact of which naturally from generation to generation of Islam has spread throughout the world. The number of the world's Muslim population today, which reaches approximately 1.5 billion, cannot be separated from his work for these 23 years. This success is certainly not easy, because there must be many obstacles encountered. To overcome this obstacle, according to Ahmad Musthafa al- Maraghi, the Muslims of the time of the Prophet and the Companions in the early period had carried out the mission of this verse in which they carried out the task of da'wah optimally. But the target of this verse is the whole Muslim community. They are exposed to taklif choosing one group to carry out this task properly. To be successful, the da'wah interpreter must meet various requirements of in-depth religious and general knowledge, commendable qualities and the ability to communicate. According to Sayyid Qutub, the people referred to in this verse are a group of believers (jama'atun minannas) who are capable of carrying out da'wah tasks. Although this task can be carried out individually or in groups, a strong community must be formed on two main principles, first the principle of faith and piety, and secondly the principle of brotherhood (ukhuwah), because of Allah ('ala manhaj Allah), for the realization of the system of Allah (litahqiq manhaj). God). Without faith and piety, the ukhuwah of Muslims will not be strong and will not be able to preach to the Khair ummah. From the explanation above, it is clear that the importance of an organization in carrying out da'wah tasks including educating to achieve a goal. As the saying of the friend below which means:

الرحيق بل نظام يغلبه الباطل بنظام

It means: "Unorganized good can be defeated by organized evil". (Ali bin Abu Talib ra)

The words of Ali bin Abi Talib Radi Allahu anhu above may be enough to be the basis for us to be able to organize our educational, social, and da'wah movements well and neatly. In this day and age, many sciences discuss managerial matters. This can benefit us if we want to learn more about managerial knowledge. But, as Muslims, of course, we have our references in organizing this da'wah. The reference is the Prophet sallallaahu 'alaihi wassalam. Organizing is the process of grouping activities to achieve the goals of each group to a manager, who has the power, and who needs to supervise group members. In addition, it is also a way in which organizational activities are assigned to members so that organizational goals run efficiently. Organizing is a basic activity of management carried out to manage all the required resources including the human element so that the work can be carried out successfully.

Humans are the most important element in organizing humans in their interconnected tasks. Organizing is carried out based on the objectives and work programs as generated in the planning. The purpose of organizing is to guide people to work effectively. In an organization, when all the work is done by one person, it feels very heavy, so it needs rock workers and an effective work group is formed. Therefore, everything can run according to its part, hence the need for organization. A manager must know all the activities that will be taken care of, and who should help so that all tasks can be completed in accordance with their respective fields. Therefore, organizational goals can be achieved efficiently. Organizing can affect an organization if the institution or organization can maximize the organizing function and can make effective work. Based on the above organizational procedures, the authors can conclude that the organization has the following procedures:

1. Job identification,
2. Task grouping,
3. Mentioning job functions or tasks,
4. Making rules in work,
5. Establishing each employment relationship.

In this case, it will be reflected in the organizational structure which shows the framework and arrangement of the embodiment of a fixed pattern of relationships between functions, sections or positions, as well as people who show different positions of duties and responsibilities in an organization. The placement of the organizing function after planning is logical because a plan that has been neatly prepared and determined based on various calculations does not happen by itself. Organizations are formed to achieve certain goals that

the organization hopes to achieve. So is the case with the Sinergi Insan Unggul Foundation which continues to strive to achieve its goals. The Makassar Insan Unggul Sinergi Foundation is a da'wah and social education foundation as a place for education and wealth cleaning for the community, of course, it has activities and activities and there are programs in this institution which need management functions, especially in the implementation of the organizing function. intending to improve the quality of the work of the management at the Makassar Insan Unggul Sinergi Foundation with the existence of these activities, the next step is to prepare, plan, and manage activity programs with the utmost care and use the implementation of organisation which can later be carried out with effective and efficient quality performance so that the target or goals can be achieved properly. The organizing function here includes the entire division of tasks in it. Various individual jobs with certain authorities and responsibilities to carry out their respective duties, these various jobs are collected into various departments according to the work basis. So far, the Makassar Insan Unggul Sinergi Foundation is present to contribute to the field of education with the cost of education being relatively high (expensive) but still having many enthusiasts. Of course, this is supported by a complete teaching workforce so that performance can be carried out optimally. this institution has various activities and programs that exist at the Insan Unggul Sinergi Foundation. According to observations from the results of the pre-survey of the Makassar

Insan Unggul Sinergi Foundation, so when viewed from the activities, activities and work programs that exist in this institution, it requires management functions, especially in the implementation of the organizing function to improve the quality of the performance of the management at the Insan Unggul Sinergi Foundation.

II. RESEARCH METHOD

The method is a procedure or way of knowing something that has systematic steps. As for this research method, the author uses descriptive methods and qualitative research, namely the research is intended to describe something that is ongoing at the time the research is being conducted and examines the causes of all certain symptoms. This study seeks to describe the current subject or object based on the facts that appear or as they are Qualitative research according to Boygan and Taylor is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behaviour. Therefore, the use of a qualitative approach in this study is to match reality with the applicable theory by using a descriptive method.

This type of research is field research, namely research conducted in certain community environments, both social institutions and organizations as well as government institutions. This type of research will be seen as an overview of what happened to a social phenomenon. Qualitative research uses logic in accepting and rejecting something carefully by describing it based on the facts that occurred. Descriptive research is research that seeks to describe the current problem solving, based on the data, the researchers also present data, analyze and interpret it. Then in this study, which helps researchers more is longitudinal. Researchers act as observers. Researchers only make categories of actors, observe symptoms, and take notes in research observations like this require adequate qualifications.

Data analysis is the process of systematically searching and compiling data obtained from interviews, field notes, and materials so that they can be understood easily. Data analysis in this study will be carried out directly and continuously from the beginning to the end of the research process. In qualitative research, data is obtained from various sources with various data collection techniques (Triangulation) and is carried out continuously, until the data is saturated. The descriptive analysis method aims to describe what is currently in effect, in which there are efforts to describe, record, analyze, and interpret the current conditions that occur or according to the reality in the field. Qualitative data analysis is inductive, namely an analysis based on the data obtained, then developed into a hypothesis. Based on the hypothesis formulated based on the data, then the data is searched again and again so that it can then be concluded whether the hypothesis is accepted or rejected based on the collected data. If based on data collected repeatedly using triangulation techniques, it turns out that the hypothesis is accepted, then the hypothesis develops into a theory. The data analysis model in this study follows the concept given by Miles and Huberman Miles and Huberman reveal that the activities in qualitative data analysis are carried out interactively and take place continuously at each stage of the research so that it is complete.

III. RESEARCH RESULTS

Implementation of the Organizing Function of Islamic Education Management at the Makassar Insan Unggul Sinergi Foundation

After the author conducted research and discussed the implementation of the Islamic Education Management organizing function at the Makassar Insan Unggul Sinergi Foundation which focused on implementing the Islamic education management organizing function and has also been supported by data from the field concerning the organization in the Excellent Peoples Synergy Foundation.

a. Organizing Elements of the Excellent Peoples Synergy Foundation

1) Work and Employees

All members of the management who are included in the management of the Excellent Peoples Synergy Foundation, both core and non-core, each have their job description.

2) Relationships

When there is a Foundation event, they all join together to provide jobs according to their skills and if there is a vacant job, it will be filled by someone else.

3) Environment

The relationship with the environment is like first asking for permission from local government officials (lurah, sub-district, mayor) When an event is held, trying to improve the environment by employing artisans who are taken directly from neighbours/communities, for example, some people sell stones brick, or someone who owns a pick-up car, the local community immediately prioritizes both routine and seasonal work.

b. Unggul

Foundation divides tasks among the executors of task activities to develop a task structure, the relationship between executors with one can be carried out by the management carrying out their roles through activities that have been determined by the Foundation

c. Steps in organizing the Insan Unggul Sinergi Foundation

Steps in the Foundation When a meeting is held in the deliberation, the objectives have been explained, and the selection of activities detailing individual roles must be carried out after the evaluation meeting for new teachings.

From the results of the research, the author shows that in implementing the organizing function of Islamic education management, a chairman of the Insan Unggul Sinergi Foundation is required to have conceptual intelligence about the field he leads. With this intelligence, he can give birth to forward-looking, constructive, and innovative concepts so that the institution is more advanced and has achievements. The head of a professional foundation is the head of the foundation who is smart in establishing relationships with all the administrators of the foundation. Thus, all components contained in educational institutions can always run as an integrated system. The conceptual maturity of the leadership will provide solutions to the problems faced by the institution, and the institution and its implementation are an integral part of the entire purpose of the institution. The division of tasks for the management of this foundation has also been carried out as well as possible by carrying out the teaching and learning process seriously in their daily lives, this lies in their sincerity to create effective learning.

Performance quality at the Makassar Insan Unggul Synergy Foundation

a. The Performance Objective of the Insan Unggul Sinergi Foundation

Course to improve the quality of children's education, children's social life, and a sense of concern for others.

b. Performance Standards of the Sinergi Insan Unggul Foundation

The measure of achievement of the goals to be achieved at the beginning is seen when the vision and mission of the Foundation have been fulfilled. For example, such as students who have been trained and can recite the Koran, achieve memorization targets, achieve learning competence, build character, and discover and develop talents/potential themselves. parents participate when there are events and participate in activities where the awareness of parents.

c. Feedback from the Sinergi Insan Unggul Foundation

This is the result obtained by the Foundation for the tasks of the management which is the feedback that the Foundation will receive as an improvement or follow-up. This feedback is the unity of the goals and standards that are interrelated to make improvements to improve the performance of the Foundation. Like the Foundation has a good place in the hearts of the community, as well as alumni get an impression.

d. Dimensions of the quality of the Insan Unggul Synergy Foundation

1) Tangible

The concrete evidence is in terms of the location not being close to the highway which makes it easy for parents to let go of their children, not in danger of danger and teacher discipline.

2) Reliability

Every teacher trains the ability and responsiveness of children from the first entry until they graduate.

3) Responsiveness

When there is a problem with our students, parents can meet the teacher in person or virtual to ask about their child's problems here, both parties are flexible.

4) Guarantees

There are guarantees from the beginning of the entry, such as the existence of a form which is both in terms of costs and security and a guardian meeting has been held, which has become a contract/pledge when signing the form.

5) Sympathy

In terms of empathy, all Foundation administrators, both core management and all teachers, give equal attention to all students, regardless of which religion students have the same rights as other students.

From the results of the research, the authors show that in improving the quality of good performance, the chairman of the Makassar Insan Unggul Sinergi Foundation not only provides direction and encouragement to the management, but the chairman of the foundation also provides special guidance to all administrators every empty time/annual meeting. The control must also be carried out by the chairman of the foundation on the performance carried out by the management which will be part of the work benchmark. So in this case the chairman of the foundation can make a strategy on a large scale that is formed in a strategic plan so that it will be in accordance with the initial goals of the foundation itself. There is also continuity with the vision and mission while it is in the process of supervision which is then described in the work program. Thus, it can be seen and understood that to measure the quality of good performance not only use a single indicator but must use multiple multiple indicators as explained in the previous chapter in terms of implementation. So it is said that the success of an educational institution is strongly influenced by the quality of the people in it and in the initial organization that is carried out. The Efforts to Improve Performance Quality Through Organizing Functions from the results of the research that the author did regarding the efforts of the Insan Unggul Sinergi Foundation in improving the quality of performance from the implementation of the organizing function have been maximized. The author understands that in improving the quality of performance there will of course be continuous improvements, realized goals, performance standards, and feedback. Quality is something related to improving something that includes improving the improvement of a product or service or improving things that aim to change for the better.

While performance is the result obtained from the implementation of the organizing function, the author realizes that within the Insan Unggul Sinergi Foundation the existing management is very aware of the goals themselves, the standard steps that are carried out and feedback to the management who are running as is and alertness ready to accept Changes in the management of the Insan Unggul Sinergi Foundation, this makes the implementation of the organizing function in improving the quality of performance at the Insan Unggul Sinergi Foundation very high quality. The management emphasizes the quality of achieving the vision and mission, creating a generation of believers, intellectuals, civilized and globally competitive. And continue to balance the quality of the facilities and infrastructure of the Sinergi Insan Unggul Foundation

Opportunities and Obstacles Factors in the Implementation of the Organizing Function at the Superior People Synergy Foundation.

Based on research conducted in the application of the organizing function at the Makassar Insan Unggul Sinergi Foundation. Every institution is certainly inseparable from opportunities and obstacles in carrying out its respective duties and functions. Likewise with the implementation of the function of organizing Islamic education management in improving the performance quality of the Makassar Insan Unggul Sinergi Foundation.

From the results of the author's research that opportunity is an opportunity that is used to obtain these benefits. With the opportunity, the implementation of the organizing function at the Makassar Insan Unggul Sinergi Foundation can produce competent management performance. Opportunities and obstacles often occur in every organization, they certainly also maximize work to produce a good performance to achieve the desired goals, as well as the Makassar Insan Unggul Sinergi Foundation which implements a management function, namely organizing to improve the quality of performance in the implementation of the organizing function. . In its implementation there are several factors of opportunities and obstacles. The opportunity factors and obstacles in the implementation of the organizing function are: Opportunity factors are, opening other branches of activity, expanding work networks with partners in accordance with the vision and mission, opening job opportunities for the community, and increasing trust from the government because of the quality of work. While the obstacles are, being in the community, improving facilities and infrastructure, student delinquency, and lack of parental assistance to children's education.

IV. Research Findings

Based on the description of the data above, it can be concluded that the implementation of the function of organizing Islamic education management at the Sinergi Insan Unggul Foundation is based on Islamic values, found several findings on the implementation of the organizing function of Islamic education management. The findings will be described as follows:

- a. The Foundation conducts weekly, monthly, semester, and annual evaluations for the management and employees who are led by the chairman of the foundation, advisors, and supervisors of YPI Al Azhar Central Jakarta.
- b. The recruitment of administrators and employees (HR) at the Sinergi Insan Unggul foundation is very

strict.

- c. The division of tasks is right on target in accordance with the field of education and the ability of employees (managers, teachers, security, janitors, technicians and drivers).
- d. Giving rewards for employees who excel in performance, and giving punishment in the form of warning letters and even dismissal if (severe violations) for employees who donot carry out their duties properly.
- e. Employee salaries are given at the end of every month, before entering the working day at the beginning of the month.
- f. The Makassar Insan Unggul Sinergi Foundation implements Student Welfare, all children can receive education even though they have physical limitations or health problems. Such as autism and children with special needs.
- g. Procurement of Teaching assistants for students in need.
- h. Every 06.45 each unit carries out a briefing which begins with prayer and reciting together.
- i. Home visit program visits the friendship of the foundation management and teachers to the homes of employees and students. This program is specifically for employees and students who have certain cases/problems.
- j. Every employee of the Insan Unggul Sinergi Foundation must have memorized 1 Juz, at least selected surahs.
- k. There are business units such as canteens, student shuttles, and cooperatives.

In addition, there are strengths possessed by the superior human synergy foundation, namely:

1. There are still few students so it is easy to form a positive character for each student;
2. Educational staff, in this case, teachers, we have teachers who are still young and have a warrior spirit in building the nation's intellectuals; and
3. Our infrastructure facilities are facilitated with buildings that are quite comfortable, but not yet complete. In this case, we have six air-conditioned classrooms and work rooms.

The weaknesses of the foundation

1. The education staff is still lacking in experience because of the initial recruitment of new schools to be built.
2. This school does not yet have several rooms that support learning, for example, the Science Lab, Social Sciences Lab, Language Lab, library, and music room; and
3. This school has a very high monthly fee that makes parents not send them to this school.

As for the opportunities at the Insan Unggul Sinergi Foundation

1. The number of students in the city of Makassar who want to continue to the Kindergarten-SMA level is very large;
2. Many parents want to send their children to Islamic-based schools;
3. The economic level of the people in Makassar is quite good.
4. The Makassar City Education Office policy supports the implementation of the existing education system at Al Azhar Islamic High School Makassar;
5. Financing at this school has the opportunity to create excellent schools and produce a generation that excels both in achievement and with Islamic character

Relevance of Theory with Research Results.

The organizing function (organizing = division of labour) is closely related to the planning function because even organizing must be planned. The meaning of organizing (organizing) and organization (organization) is different. Organizing comes from the word organize which means to create a structure with parts that are integrated in such a way so that their relationship with each other is bound by the relationship to the whole. Meanwhile, according to Malayu SP Hasibuan, the organizing function is a management function and is a dynamic process, while organization is a tool or function. static container. Organizing can be defined as determining the work to be done. Grouping tasks and assigning work to each employee, assigning departments (sub-systems) and determining relationships.

The meaning of organizing cannot be separated from the word organization which is a noun of organizing itself, which has the meaning in English "Organization" which is "things that regulate" and the verb "organizing" comes from the Latin "organizer" which regulates or composes. Meanwhile, the term, there are various definitions put forward by experts, including George R. Terry in his book Principles of Management argues about organizing as follows, namely:

"Organizing is the determination, grouping, and preparation of various activities needed to achieve goals. , the placement of people (employees), for these activities, the provision of suitable physical factors for work needs and the appointment of authority relationships, which are delegated to each person in connection with the implementation of each expected activity.

According to Handoko, as quoted by Usman that organizing is:

"Determination of resources and activities needed to achieve organizational goals, the process of designing and developing an organization that will be able to bring these things towards the goal, assignment of certain responsibilities, the delegation of authority required for individuals to carry out their duties. Organizing is an arrangement of working together financial, physical and human resources in the organization. Organizing is the preparation of an organizational structure that is in accordance with the goals of the organization, its resources, and the environment that surrounds it.

Limitations of the Research

Based on the direct experience of the researchers in the process of this research, there are some limitations experienced and can be several factors for further attention for future researchers to further refine their research because this research itself certainly has shortcomings that need to be improved continuously in research. -Future research. Some of the limitations of this study include:

- a. In the data collection process, the information provided by informants through interviews or interviews sometimes does not show the actual opinion of the respondent, this happens because sometimes there are differences in thoughts, assumptions and different understandings of each respondent.
- b. This research is limited to the implementation of the organizing function of Islamic education management in improving the quality of performance at the Sinergi Insan Unggul Foundation which oversees the Makassar Insan Unggul Sinergi Foundation, does not explain the points of other management functions and other work units at the foundation. So it is hoped that the next researcher can develop it more deeply.
- c. The busyness of the chairman of the foundation who incidentally has additional outside activities. So researchers need more time to conduct interviews.

V. Conclusion

1. The implementation of the function of organizing Islamic education management at the Makassar Insan Unggul Sinergi Foundation has been going well, there has been a good increase in the awareness of each administrator of the work responsibilities that have been entrusted to them to be carried out properly and as much as possible to provide services to participants. educate the foundation. Likewise, the evaluation of the results of this assessment is carried out so that all personnel can find out the problems experienced by other personnel and can provide alternative solutions for solving them. Likewise, the results of the work meeting have been given to each person of the founding organization, if all elements of the educational institution work professionally, starting from the head of the foundation, the foundation, then a dynamic and creative work climate will be formed, not stable and running as it is.
2. As for the quality of performance at the Makassar Insan Unggul Synergy Foundation, there has been conformity in the division of tasks which occurs in the line sections, the activities of the tasks and responsibilities have been scheduled but the implementation is coordinated according to what has been determined by the leadership. The system used in determining the standards in the division of labour is what makes the quality of the division of labour increase. Excess knowledge of management science in forming all existing administrators.
3. The opportunity factor is opening another branch of activity, expanding the network with partners in accordance with the vision and mission, opening up job opportunities for the community, and increasing trust from the government because of the quality of work. While the obstacles are, being in the community, the high demand for the provision and completeness of facilities and infrastructure, student delinquency, and lack of parental assistance in children's education.

VI. Suggestion

1. The chairman of the Insan Unggul Sinergi Foundation in the future can make an effective strategy to start implementing Islamic education management sciences related to the organizing function for the foundation in the future and existing administrators because this management science is a science that regulates the whole and sustainability the people in it. The chairman of the foundation is better able to know and supervise the extent of the responsibility of each administrator who has been given the task for the progress of the foundation, as well as the facilities and infrastructure needed in the teaching and learning process because with the availability of adequate infrastructure and facilities, the tasks of the administrators and students can be made. fulfilled and can make the Excellent Peoples Synergy Foundation more advanced.
2. To improve the quality of performance even better, the head of the foundation can add more workers/management so that there is no overlapping of the management in completing tasks/responsibilities at the Makassar Insan Unggul Sinergi Foundation.
3. With these opportunities and inhibiting factors, it can be an attraction for foundations to further update a system performance that is lacking in increasing competition with other foundations.

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