The Influence of Teaching Staff, Curriculum, Work Culture on the Management of Islamic Education

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Abstract: This article describes the influence of Islamic education management on educators, curriculum, work culture so that Islamic education management will be very effective in implementation and managerial in an educational institution. The method of writing this literature review article is the research library method, Google Scholar Sourced from online media like Mendeley and others. The results of this article are that 1. Curriculum influences Islamic education management2. Performance influences the management of Islamic education 3. Educational staff influences education management

Keywords: Educators, Curriculum, Work Culture, Education Management

INTRODUCTION

Good management of Islamic education must plan carefully, and discuss related to the vision and mission of related educational institutions, because anything without good planning, of course the results will not be optimal, according to what we expect. The maximum result of good and mature planning.

Ideally, an educational institution or agency should consider carefully starting from recruiting teachers, employees, by looking at eligibility criteria in performance, to filling subordinate positions to assist the performance of leaders in carrying out their duties in accordance with the competence or abilities of educators in an institution. related education, quality teaching staff greatly influences the quality of institutions, the quality of graduates which will certainly have a positive impact on institutions. Therefore, an educator must have creativity and innovation in using methods, media, and learning techniques. thus creating an interesting and fun learning process.

In analyzing in depth with regard to the factors that influence the management of Islamic education, a leader must have clear knowledge, competence, experience, theory and application in recruiting and placing strategic positions in an institution, company or agency, otherwise if the leader does not have competent, analysis and special criteria in the placement

of subordinates this will make the educational institution less optimized in producing quality graduates.

So this article will discuss the factors that affect more specifically the variables that affect the management of education by teaching staff (X1), curriculum (X2), and work culture (X3), on management of Islamic education (Y1), by the leadership in an institution, or company.

Based on the background, the problems that will be discussed can be formulated in order to build hypotheses for further research, namely:
1) Do teaching staff influence Islamic education management?
2) Does the Curriculum Affect Islamic Education Management?
3) Does Work Culture Influence Islamic Education Management?

LITERATURE REVIEWS
Teacher

Educators are professionals who are tasked with planning and implementing the learning process, assessing learning outcomes, conducting guidance and training, as well as conducting research and community service. This cannot be denied because formal educational institutions are the world of life for educators. Most of the time educators spend at school, the rest is at home and in the community. (Putra et al., 2018)

Meanwhile, in the law of the Republic of Indonesia no. 14 of 2005 concerning Teachers and Lecturers understands that Teachers are educators with the main task of educating, teaching, guiding, directing, training, assessing, and evaluating students in early childhood education through formal, basic, secondary education.

According to Moh. Fadhil A Jamali in Nafis, educators are people who direct people to a good life so that their humanity is elevated according to basic human abilities. (Muntibun Nafis, 2011)

From this understanding it is clear that the teacher is an educator at the primary and secondary school level who plays a direct role in carrying out his duties and obligations at school. The teacher's most important task is to teach and educate students. As a teacher, the teacher conveys knowledge or skills to other people using certain ways so that knowledge can belong to that person. Adapaun as an educator is an active intermediary for values and moral norms that are high and noble for the provision of society. (Faisal et al., 2021)

Curriculum

According to Neagley and Evans (1967) curriculum is all experiences that have been designed by the school to help students achieve learning outcomes for the best student abilities (Sarinah, 2015)

Burnett J. Galen Saylor and William M, Alexander (1966 and 1974) ...(the curriculum is)… all learning opportunities provided by the school… a plan for providing sets of learning opportunities 5 to achieve broad educational goals and related specific objectives for an identifiable population served by a single school centre. Saying ..(curriculum is)…all learning opportunities provided by a school…a plan to provide a range of learning opportunities to achieve broad educational goals and related specific objectives for an identifiable population served by one school center) as quoted (Teja Insyaf Sukariyad, 2022)

Meanwhile, according to Law no. 20 of 2003 Curriculum is a set of plans and arrangements regarding objectives, content and learning materials as well as the methods used as guidelines for organizing learning activities to achieve national education goals.

Work Culture

In the opinion of (Robbins in Ichan Nugraha, 2016) Work culture is values that become habits and originate from customs, religious norms and rules that become beliefs in the workers or organizations themselves.

Meanwhile, according to (Kotter and Heskett, 2014) organizational culture is also called corporate culture, corporate culture is often also called work culture, because it cannot be separated from the performance of Human Resources (HR); the stronger the corporate culture, the stronger the drive to excel.

As for another understanding, work culture is a habit that is carried out repeatedly by employees in an organization, violation of this habit does not have strict sanctions, but morally organizational actors have agreed that this habit is a habit that must be obeyed in the context of carrying out work to achieve purpose (Hadar Nawawi, 2014).

Factors that influence Management of Islamic education

In fact, many other researchers have researched it, so the author needs to briefly describe relevant research related to this article, such as: Bramantyo Tri Asmoro, Akbar Pandu Dwinugraha, Lilik Faridah (2021), Suarga, Lin Willem Hanny Rawung, Deitje A , Katuuk , Viktory N.J. Rotty, Jeffry S.J. Lengkong (2021) Sukartini, Porman Lumban Gaol(.2022) Nurhayati Nurhayati, Kemas Imron Rosadi,(2022),

Table 1 : Research in Relevant Studies

No	Authors (year)	Previous Research Results	Similarities to this Article	difference with this article
1.	Bramantyo Tri Asmoro, Akbar Pandu Dwinugraha, Lilik Faridah (2021)	Increasing the Competence of Educators Through Digital Technology in the Teaching and Learning Process During the Covid-19 Pandemic in Malang Regency	Digital variable Y technology with other indicators	Educator Competency Improvement The influence of educators
2.	Willem Hanny Rawung, Deitje A. Katuuk , Viktory N.J. Rotty , Jeffry S.J. Lengkong (2021)	Curriculum and Challenges in the 21st Century	The influence of the curriculum on educational institutions	The influence of the curriculum on institutions with educational management
3.	Sukartini, Porman Lumban Gaol. 2022	The Influence of Work Culture on Employee Performance in Pejagalan Village, North Jakarta Administrative City	Effect of work culture (XI) with other indicators.	Work culture on employee performance Work culture and management.
4.	Nurhayati Nurhayati, Kemas Imron Rosadi ,(2022)	Determination of Islamic Education Management: Education System, Education Management, and Education Personnel (Islamic Education Management Literature)	The influence of Islamic education management variable Y with other indicators.	The influence of educational management. Darermination of education management

RESEARCH METHODS

The method of writing scientific articles is the qualitative method and literature review (Library Research). Examining theories and relationships or influences between variables from books and journals both offline in libraries and online sourced from Mendeley, Scholar Google and other online media.

This study uses library research methods (library research, namely; this type of qualitative research. In general, in every research discussion obtained in the literature and sources, and or the latest findings regarding the role of leadership in the organization of Islamic educational institutions. Second, analyze everything findings from various readings, related to the shortcomings of each source, the advantages or the relationship of each about the discourse discussed in it.According to Kaelan, in library research sometimes has descriptive and also has historical characteristics (Kaelan, 2010).

In qualitative research, 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 posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Ali & Limakrisna, 2013)

For this reason, in library research, collecting books must be done in stages, because to get all the needs mentioned above, they can be produced through libraries, books, articles, or journals related to the discussion to be studied, using data from various sources. These references are collected by reading (text reading), reviewing, studying, and recording literature that is related to the issues discussed in this paper. Data collection techniques, in this case the author will identify discourse from books, papers, or articles, magazines, journals, the web (internet), or other information related to writing titles to look for things or variables in the form of notes, transcripts, books, newspapers, magazines and so on related to the study of the role of leadership in the organization of Islamic educational institutions. Meanwhile, as a data analysis model, this study uses a descriptive analysis model.

FINDINGS AND DISCUSSION

Based on relevant theoretical studies and previous research, the discussion of this literature review article can be analyzed further regarding the effect of each variable as follows:

The Influence of Educators on Management of Islamic Education

The pandemic that is currently hitting Indonesia has had a major impact on the world of education, especially the learning process and improving the quality of education for teachers and students. In addition, the lack of quality educators (teachers) in the use of digital technology is very visible when the world of education has to improve and abandon the face-to-face learning model. direct distance, therefore the competency aspects that must be owned by a teacher related to ICT are pedagogic competence is the use of learning technology, and social competence is using communication and information technology functionally. Because the increase in ICT competence of teachers provides support for distance learning services (online) which has a concept, where students can study anywhere and anytime, and there are no space and time limitations.

It is certain that all schools will explore the ability of teachers to support changes in classical (traditional) education services to digital technology-based education services (online). Anyone who is unwilling and unable to initiate changes to this learning method will, of course, be increasingly left behind and hinder school programs. in realizing long-distance (online) digital education services. The professional abilities of teachers are strongly supported by teachers' mastery of information and communication technology (ICT). only Teachers' abilities in mastering information and communication technology are at the forefront of improving the quality of education services amid the Covid-19 pandemic These competencies include pedagogic competence, personal competence, social competence, and professional competence obtained through professional education.

Teacher Competency Standards which include several indicators that can be used as a measure of the characteristics of teachers who are considered professionally competent in

which there is a combination of personal, scientific, social, and spiritual abilities which as a whole form the standard competence of the teaching profession, which includes mastery of the material, understanding of students , educational learning, personal development, and professionalism and supported by mastery of digital technology in response to changes in learning models during a pandemic is urgently needed (Trianto, 2011).

The Effect of Curriculum on Management of Islamic Education

Challenges that are present because of the industrial revolution 4.0 as a form of development in the 21st century. The world of education in the 21st century is facing enormous challenges. increasing. In educational institutions, students are the main users of education, therefore the implementation of the educational process should be directed at developing student abilities.

Education is the key word in every effort to improve the quality of human life, in which it has a role and object to humanize humans. Because of that the focus of education is directed at the formation of a superior personality by focusing on the maturation process of the quality of logic, heart, character and faith of students.

The culmination of education is achieving the point of perfection of quality of life (Dedi Lazuardi, 2017). Entering an era where conditions are competitive, every individual must have 21st century skills such as asking questions, creative thinking, critical thinking, decision making and problem solving so that they can choose between information they receive, interpret information and produce new knowledge, so that the development of student abilities can be carried out in a more directed manner and in accordance with the needs and challenges of the times, the development of student abilities must be carried out programmatically through the curriculum that will be studied by students. To deal with all kinds of forms changes that occur in the industrial reform era 4.0 in the 21st century, the educational curriculum needs to be prepared with a more focused vision and plan.

The essence of the program that must be announced in the curriculum is how to carry out the development of human resources who have skills and competencies and are superior in order to prepare individuals to enter the knowledge age as a competitive era. Therefore, every education manager must think professionally how to produce an efficient and effective curriculum and become a challenge of the times as a top priority to be developed in the learning process in schools so that students are equipped with all kinds of skills and needs that will be needed later in life in the future. Curriculum development that is appropriate and in accordance with needs will be able to increase the effectiveness of future needs in accordance with the knowledge age and efforts to improve the skills and competencies of students so that they are able to answer all kinds of challenges of the times.

The Influence of Work Culture on Management of Islamic Education

Work culture is an important part of an organization because an organization may not run well without being based on a clear work culture. work culture is a mandatory matter to consider because it is related to interactions between employees with one another. The most interesting thing in the current government is the fading or diminishing of values at work such as a culture of shame in employees, this is evident from the many cases corruption, cases of violation of the code of ethics, immoral cases, drug cases, bribery cases and various other cases that net government employees, these problems become a big impact from the accumulation of habits and values that are considered reasonable, so that they can backfire and destroy the image of and the quality of human resources itself.

The results showed that there was a positive and significant effect of work culture on employee performance in Pejagalan Village, Administrative City, North Jakarta, with a Coefficient of Determination (adjusted R^2) value of 0.472 or 47.2%, which means that 52.8%

of employee performance is influenced by other factors. Keywords: Culture Work, Employee Performance.

Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework of this article is processed as follows. Using the concept (Literarature Review MSDM):
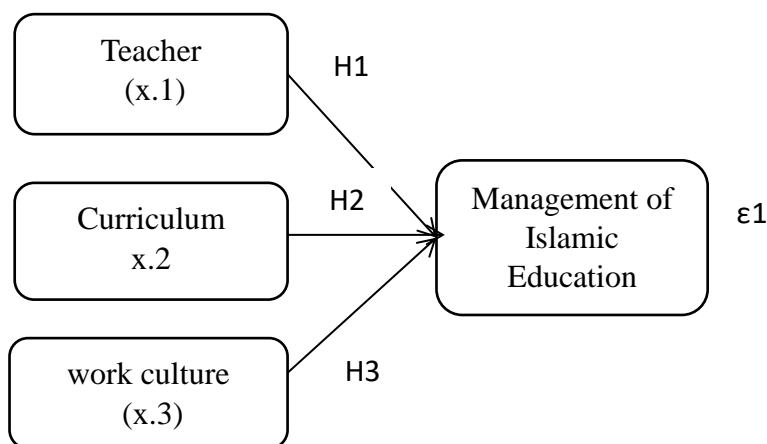

Figure 1: Conceptual Framework

Based on the conceptual framework picture above, then: Academic Achievement, Work Experience, and Age are explained regarding the influence on Subordinate Placement.

Apart from these three exogenous variables that affect the placement of subordinates, there are many influencing factors, so there are many other variables that affect the placement of subordinates as follows:
1) Education managers of educational organizations, environment and national education systems Education Organizations
2) Environment and
3) National education system (husaini utsman, 2010)

CONCLUSION AND SUGGESTION
Conclusion
The Influence of Educators on Management of Islamic Education

Is very influential because professional capabilities supported by teachers' mastery of information and communication technology (ICT), are at the forefront of improving the quality of education services

The Effect of Curriculum on Management of Islamic Education

It is very influential because to deal with all kinds of changes that occur in the industrial reform era 4.0 in the 21st century, the education curriculum needs to be prepared with a more focused vision and plan.

The Influence of Work Culture on Management of Islamic Education

It is very influential because of the fading or diminishing of work values such as a culture of shame on employees, a boomerang that can destroy the image and quality of human resources themselves.

Suggestion

So the authors suggest that every indicator in education management must be based on a clear theory, so that the factors of progress in the field of management will be supported by

good human resources, and in the end will give birth to productivity, satisfactory results and skills according to clear indicators.

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