

# The Implementation of “Management Qolbu” at School Level

Nurdin Nurdin

*Educational Administration Department, Universitas Pendidikan Indonesia, Jl. Dr. Setiabudi 229 Bandung Indonesia  
nurdin\_adpen@upi.edu*

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**Abstract:** Good school management should be able to apply qolbu management concept as culture in every activity of school activity. The background of the study is based on the description of the field which shows the implementation of qolbu management that became the culture of the school's management based on the description. The research method used is descriptive method with qualitative approach. Data collection is done through interview process, observation, and documentation study. The results obtained from this research include: (1) aspects that characterize qolbu management as school culture in SMK Daarut Tauhiid Boarding School that is Zikir, Fikir, and Ikhtiar with characteristic of tauhid value, the existence of values, and in the manifestation that is made Rules or norms and habits; (2) The existence of the process of establishing the school culture at SMK Daarut Tauhiid Boarding School is through the selection process by following the academic test, interview test and test read qur'an, the coaching qolbu management through activities, following Islamic studies, through meeting activities, and the process of habituation is to follow Schedule of activities that have been determined by the school, (3) Implementation of qolbu management as school culture is applied through school programs breathe Islamic values by processing taste, processing the initiative, and processing the heart into greeting behavior, greeting, smiling, polite, courteous. The authors suggest that schools optimize qolbu management in school activities and this should be a habit, schools should also better monitor the student's behavior should not be a violation. While suggestions for out of school parents and other stakeholders should always provide support for useful advice on school programs, so as to always survive and excel in the midst of the challenges of the times.

## 1 INTRODUCTION

School is a formal organization in education. Each school has culture that will make school achieve its goals. Activities and norm in school are school culture. School is a part of people cultural, but school has its own characteristic as sub-culture to build school management (school reform).

School has roles to inform the cultural to the young generation and it need to concern the society and the culture. There a pattern of culture that exists in school. S. Nasution (1999) stated that the existence of school cultural is a school's function to teach the generation by informs the student knowledge, behavior, and skills as in curriculum.

The important elements of school culture are norms, belief, tradition, religion ceremony, and myth that have been translated by selected people. That exists in any tradition or act that people do on and on. There's no subject about cultural school for student. But student will gain the cultural school from their

daily activities, norms, and their beliefs from every school elements as principle, teachers, etc. those are the things that student will take as cultural school.

School has to concert about people's perception who visited the school. The first impression of school will assume as school culture. Those are like teachers' interaction, students act in class and outside the class, even the principle act. The maintenance of school system is to develop school with its power. The maintenance of school quality needs society understanding about school culture. The understanding of school culture will lead to the understanding of school functions and its activities will reflected. The understanding of school cultural will help the improvement of school quality.

The conditions to build school cultural are the school member participation. The members of school have a role to build the school cultural. The spirit and the value of team, the opened mind, discipline and the responsibility are the elements in five characters of building school organization structure, task description, procedure, the rules, vertical and

horizontal relationship within school members, and school ceremony. All those components will help build the school behavior to run its system, the group activities or personal activities of school member.

## 2 EASES OF USE

### 2.1 School Cultural Concept

According to Zamroni (2011, p.111) the limitations of school culture are: Patterns of values, principles, traditions and customs that have been established in the long journey of schools, long-established school development and is believed by all the citizens of the school that encourages the emergence of attitudes and behavior of school residents.

The definition of school culture in the opinion of Phillips (1993) cited by Aan Komariah (2004, p.195) defines school culture as 'the beliefs, attitudes, and behaviors which characterize a school'. While McBrien and R.S. Brant at the same source (2004: 89) said "Definition of school Culture: The sum of the values, cultures, safety practices, and organizational structures within a school that cause it to function and react in particular ways".

It can be concluded from the above definitions that the school culture is the values, principles, traditions, habits, behaviors that are formed within the school and in making culture for the school.

### 2.2 Creating and Preserving Culture

Cultural creation occurs in three ways: First, the founders recruit and retain only workers who think and feel the same way they do. Second, they inculcate and socialize their way of thinking and feeling towards the workers. Thirdly, the behavior of the founders themselves encourages workers to identify with them and internalize their beliefs, values, and assumptions.

When the organization has succeeded, the personality of the founders becomes embedded in the culture. So that's where the culture will begin to form. There are three important components in maintaining the existence of culture within an organization such as:

- a. Selection Process. The purpose of the selection process is to identify and recruit individuals with the knowledge, skills, and ability to work productively and successfully. The final decision, as it is significantly influenced by decision-makers' consideration of how well the prospective workers will be adjusted into the

organization, identifies those with basically consistent value with at least a good portion of the organization.

- b. Top management. The actions of top management have an impact on organizational culture. Leaders become a powerful driver for the growth of subordinate behavior. Leaders must establish behavioral norms that their subordinates can follow.
- c. Socialization. The planting of norms established by the organization can be done by talking about it in meetings, meetings, or even with special tools / media. Socialization as a process with three stages: before arrival, meeting and follow-up.

### 2.3 Manajemen Qolbu

Manajemen Qalbu (MQ) is a concept of Islamic life guidance initiated by Daarut Tauhid Leadership School of Bandung, KH Abdullah Gymnastiar, who taught a new concept in developing syiar Islam. Qolbu Management offers to invite people to understand the heart or heart, self, in order to want and be able to control themselves after understanding who is really himself. So, the concept of qolbu management is a consciousness that is generated on his own consciousness to make his life better and always be in Allah's pleasure.

Sometimes people often forget themselves. In fact, people always blame others if something happened to him. Everyone should be aware that everything that happens and will happen begins with himself. If you want to be good, of course he must do well. So, first have to recognize and understand yourself.

But it all boils down to every human being. The Messenger of Allah (May peace be upon him) said in a hadith, that in the human body there is an organ. If the organ is good, then the whole human being is well. But, if he's rotten, it's rotten all over. The organ is qalbu (hearth).

In living this life, the basic capital to form a strong, dedicated, and disciplined soul in carrying out daily work is with a clean and holy heart. On the concept of Qolbu Management, it all starts from our own heart, from this moment and from the smallest start. So, in order to be a good man and solih, his heart must be clean from various heart diseases. Therefore, a Muslim should be very concerned with the improvement of the heart, or often called the method of Management Qalbu (MQ).

Qolbu management is an effort to regulate and maintain the silence of the heart by knowing God. One of the ways with *berzikir*, thinking and seeking. Furthermore, the peaceful heart is filled with Islamic spiritual values such as patience, ridicule, trustworthiness, sincerity, honesty, and accompanied by endeavor. If you already have it, then what is delivered with a sincere heart that will touch the recesses of the hearts of many people.

Islamic teachings must be able to solve various problems that are facing the Indonesian nation. Only, the problem is, to practice religion and socialize it must be continuous, more innovative, and creative. So, it is acceptable to people who are constantly changing. But most importantly, how we actualize the religious understanding correctly and consistently. That way, people can accept religion as a solution. Do not just confess religion, but his actions and behavior are far from that religion. Conditions are currently like that. Many societies are inconsistent with their religion. Hopefully with his qolbu inbuilt management, we can increase our faith and our devotion to the God almighty.

### 3 METHODS

This study focuses on SMK Daarut Tauhiid Boarding School and subjects studied namely principals, school administrative staff, teachers, and students. The method used in this research is descriptive method with qualitative approach. Data collection techniques refer to the research gratings that have been made and use interview techniques, participatory observation and focused observation and documentation studies.

## 4 RESULT AND DISCUSSIONS

### 4.1 Characteristic of School Culture

Based on the findings in the field that there are characteristics of cultural values that exist in SMK Daarut Tauhiid Boarding School that is *tauhiid* value. The value of tauhiid is contained in the vision of SMK Daarut Tauhiid. So, this value becomes the main value that exist in the school. The values of tauhiid implemented through the daily worship by the citizens of the school such as praying *fardhu* congregation, prayers *dhuha*, *tahajud* prayer, following the study of Islam, *halaqoh* qur'an and so forth. The existence of such habits for embedded values tauhiid into the soul of the school.

In addition to the value of tauhiid, there is also a typical value of SMK Daarut Tauhiid is a good character and strong (Raw Character), in which there are values (*Ikhlas*, honest, *tawadhu*, courageous, disciplined and resilient). The process for the values to be realized, the school makes the rules or norms and habituation so that what is done by the citizens of the school is also focused and tailored to the vision and mission of the school. All citizens of the school are obliged to obey the rules. Schools make disciplinary students complete with sanctions given, for educators are also obliged to comply with the rules set by the foundation.

Implementing regulations for school residents is not easy but all it takes the process in running it. Foundation has a disciplinary team that is (Honorary Board of Santri Karya), to train discipline of santri works. The value of discipline is seen that almost all school residents obey the rules established even if there are still violators. A formidable value is seen when carrying out the congested activities that school establishes. The value of bold looks when they are responsible for what should be done according to the rules. Honest value is seen when they do the task of not cheating. For sincere and *tawadhu* value is difficult to measure it can only be seen that they look enjoy in doing something.

The basic values and beliefs held by members of daarut tauhid organizations need to be inherited to new members as guidelines for acting and behaving in the organization. Adjustment of members to applicable rules or norms and adaptation to environmental change needs to be realized through consistency of rule enforcement and the behavior of its members

### 4.2 The Establishment of School Culture

Based on the findings in the field of school culture formation in SMK Daarut Tauhiid can be seen through habituation. Habituation is already regulated by the rules and norms that have been established school. The habits performed include morning apples, *fardhu* prayers in congregation, *dhuha* prayer, *qiyamullail*, *halaqoh* qur'an, following the study of Islam such as study bina ruhiyah, al-hikam study, study ma'rifatullah, Monday and Thursday and so on. But it is not entirely school residents follow these habits, and it all must take a long process. In addition, through habituation, the formation of culture also through the selection process, which in this process through academic tests and interview tests. In the interview test is not only the students but the parents

are required to take the interview test and test read Qur'an. In the interview test there are questions about motivation, confidence, commitment to learning, commitment to the rules, readiness to accept existing facilities, readiness to face difficulty, health condition, read al-Quran, how to dress, how to gaze, how to answer, courtesy.

### 4.3 The Apparent Treatment

Based on the findings in the field of behavior that appears in the school residents, namely:

- Religious thinking
- Courteous and polite
- Cleanliness
- orderly
- Discipline of time
- Neatness
- Responsible
- Brave
- Honestly

However, these behaviors are not yet apparent to the entire school population, there are still some who do not show such behavior. To form the desired culture does require a very long process.

## 5 CONCLUSIONS

SMK Daarut Tauhiid Boarding School has a characteristic of the school's cultural values contained in the vision of SMK Daarut Tauhiid that is the value of tauhid. There are also values that support and the school to name it as BAKU (*Ikhlas*, honest, *tawadhu*, discipline, brave and tough) this is a typical value owned by SMK DT. To realize the value, the school packs it through rules / rules of good regulations for students as well as for educators and educators, then the school to create a schedule of activities. Good academic activities and activities institution.

Cultural formation at SMK Daarut Tauhiid Boarding School through habituation that is the selection process. In the process of selection of all school residents who go to SMK Daarut Tauhiid must go through the stages that is by way of tests. With the tests, schools can consider anyone who matches the criteria set by the school. The next stage is the existence of the process of coaching. The purpose of the coaching process here is with the introduction of insight about SMK Daarut Tauhiid which has its own religious values based on Tauhiid. All the citizens of the school are mentored and nurtured and trained through habits that have been established by the

school through rules or rules. Furthermore, after the selection process and the coaching process is the process of habituation. In this process of habituation, all school residents are familiarized to follow the activities that have been established by the school to be implemented.

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