

IMPLEMENTATION OF QUALITY CULTURE IMPROVEMENT PROGRAM

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Abstract

This research aims to reveal the planning, organizing and implementation of a quality culture improvement program in the school. The type of research chosen according to the characteristics of the problem is qualitative, with a phenomenological approach, the collection of research data is obtained by interview techniques, documentation, and observation. This study was conducted in Madrasah Aliyah Negeri 2 Medan. To check the validity of the data was used the triangulation technique with credibility, transferability, dependability and confirmability. The data analysis using Milles and Hubberman approaches is data reduction, presenting data and then concluding. The results of this study were three findings: 1) the planning of quality culture of the program is conducted by means of deliberations managed by the head of Madrasah with all teachers and education personnel. 2) organizing a quality culture improvement program has been well organized and 3) implementation of the quality culture improvement program runs in the desire of achievement of objectives and to give a good influence.

Keywords : Planning, Organizing, Implementation, Quality Culture

INTRODUCTION

The investing in education will have a greater impact than investing in economics. Therefore, parents are trying to school their children in a quality schools. The culture will form characteristics and build organizational trust. According to the opinion (Hickman & Silva, 1984:49), that there are three steps in encouraging a successful culture, namely commitment, competence and consistency. Commitment is an employee agreement to the organization's existence. The competence is the ability to perform tasks in the framework of organizational objectives, and consistency is a stability to continuously adhere to its commitment and ability as a responsible employee to the organization's continuity.

The culture gives sense that the things that exist in the madrasah, such as customs and others. Because a good madrasah is formed and determined with a nice culture of madrasah anyway. The success indicator of quality culture lies in the spirit, values, norms that have become the

essence of the quality culture can be implemented in a madrasa. The issue of quality should be the commitment of the top leader and at the same time become a model (Uswatun Hasanah) for the guarantee of quality culture.

The components that need to be considered in quality development and which should be evaluated are inputs, processes, learning outcomes, and benefits of the results later. Input in this case the learners are influenced by the cognitive background of learners, socio-economic conditions, the circumstances of the student's own environment. Then entering the institution (school), students will receive learning from a teacher. The learning process is very dominant by a teacher who has an educational background, has the qualifications to serve as a teacher. The learning process in addition to the teacher who plays the role, also influenced the cost of school implementation.

In general, so many Madrasah have rejected hundreds and even thousands of potential fans, have been able to compete with Madrasah and schools and have their own distinctive characteristic as a differentiator. One of the secrets is the leadership of the Madrasah, the teachers and the educational personnel have run a quality culture. For those quality is the price of death that must be fought and become the model of the institution. On a wider scale, the culture of education quality will involve education stakeholders such as governments, foundations, Madrasah heads, teacher councils, and educational personnel and Madrasah committees.

From the initial observation that has been done that the culture of education quality, especially in MAN 2 Langkat directly and indirectly engaged and involve all stake holders such as government, head of Madrasah, teacher Council and education personnel and the Madrasah committee. Characteristics or indicators of Madrasah that have a quality culture can be measured by behavior in accordance with the capabilities that have and support the creation of slogans, enter from the partners experience continuous improvement annually, All educators and educational personnel involved are empowered. Another thing found is to have open communication, approach and cooperation in addressing the problem, the obsession with improvement continues to decline.

Based on the next observation that was done at the beginning of the year precisely in January 2019, obtained the findings obtained by researchers at the time of the initial observation that the MAN 2 Langkat, steps annually is better and more prioritizes the quality culture of the

madrasah, such as the Malay-clad program, cultural performances, cloth Langkat and extracurricular Malaysian mini laboratories.

METHOD

The method of study used is qualitative method with a phenomenological approach. The phenomenological approach relates to the understanding of how everyday, the world is intersubjectively (the world of life). The phenomenologists aim to interpret the social action of the observer being observed. Where the data obtained from observations, interviews and documentation compiled by researchers. The primary data sources in this study are head of MAN 2 Langkat, WKM I field curriculum, teachers and students. Meanwhile, secondary data sources are documents and archives on the quality culture improvement programs in the school.

The data analysis procedures take place gradually during the ongoing study, starting from data reduction, presenting data and concluding conclusions. According to Surwandi (2008) qualitative research is research conducted based on a qualitative paradigm, strategy and implementation of the model. The perspective, strategy, and model developed are very diverse.

The validity of data using data triangulation comparing the data of interviews results, comparing with what the public publicly says with what is said personally and comparing the circumstances and perspectives of a person with various opinions of people like ordinary people.

RESULT AND DISCUSSION

Based on information from all data sources can be understood that the planning of quality culture improvement program in Madrasah is already running and well planned, because all the planning is done for improvement programs The quality culture that really well planned, because each program is responsible and they have to be responsible for the tasks they are in and in accordance with the objectives to be achieved. As in Siagian (2008:29) that planning is the whole process of thought and determination of the things that will be done in the future in the framework of the achievement that has been determined.

Based on the findings of the research, it can be seen that the organization done in the Quality Culture Improvement Program by MAN 2 Langkat is very well done, because it has been divided tugs and responsibilities made by Each member, so that already has their own tasks

so that the program is organized can run according to the purpose of the same in want. As in Terry (2006:73) organizing is a division of work planned to be completed by group members, determination of the employment relationships between them and the giving of the proper work environment.

Based on the results of the research, it can be seen that the implementation of the quality culture improvement program in Madrasah has been doing well and in accordance with the objectives to be achieved. This can be seen from daily life in the neighborhood of Madrasah, and with the improvement programs of this quality culture make all the madrasah personnel better than ever and with these programs also make Madrasah more widely known people.

CONCLUSION

Based on the results of the research discussion, the planning of Quality Culture Improvement Program in MAN 2 Langkat is done by means of deliberation conducted by the head of Madrasah with all educators and education personnel in Madrasah So it will be a good result. All in well planned and mature, planned with structural and already existing parts. The organizing a Quality culture improvement program in Madrasah is already well-organized, because in the programs of improvement in quality culture in Madrasah there are already leaders and parts and people responsible for the task given to them. The implementation of quality culture improvement program in Madrasah is well-done and certainly has a tremendous positive impact for Madrasah.

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