



THE IMPLEMENTATION OF COUNSELLING MANAGEMENT AT STATE ISLAMIC JUNIOR HIGH SCHOOL - 3 (MTsN 3) DELI SERDANG

Nada Sukri

School of Postgraduate, Universitas Islam Negeri Sumatera Utara, Medan
nadasukri@gmail.com

Saiful Akhyar Lubis

Professor in Counselling, Universitas Islam Negeri Sumatera Utara, Medan
saifulakhyarlubis@uinsu.ac.id

Lahmuddin Lubis

Professor in Psychology, Universitas Islam Negeri Sumatera Utara, Medan
lahmuddinlubis@uinsu.ac.id

Abstract. *The research objective is to find out the Management Implementation of Student Counseling Services Planning, to know the Management Implementation of Student Counseling Services Organizing, to know the Management Implementation of Student Counseling Services Implementation and to find out the Management Implementation Evaluation of Student Counseling Services in MTsN 3 Deli Serdang. The research method used is a qualitative phenomenological research method. The research site is at MTsN 3 Deli Serdang, and the research period is July 12, 2019, to October 12, 2019. Data collection techniques using interviews, observation, and documentation. Data analysis techniques using data reduction, presentation and drawing conclusions. The technique of guaranteeing the validity of the data is done by observing diligence and triangulating the data. The results of this study are: Management Implementation of student counseling services in MTsN 3 Deli Serdang seen from; Counseling service planning has conducted a work plan coordination meeting which is archived as a guidance for one year lesson counseling service. The implementation of counseling services can be seen from the agreement, summons and case books of students which are still neatly stored. Evaluation of counseling services is seen through timesheet and supervision conducted by the principal every two months.*

Keywords: *Implementation, Management, Counselling services.*

INTRODUCTION

The presence of Guidance and Counseling provides counseling services, helping students create good attitudes and behavior at school. However, not all counseling service jobs are able to change student behavior. Instead, it was found a counseling guidance that was not well planned, lacked coordination, the wrong way to deal with problematic students and various other problems that worsened the face of a counseling

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service. As a result, violations of madrasa rules still occur. Changes in student behavior have not been fulfilled. Therefore, because a counseling service requires serious arrangement and management. For this, it is necessary to apply management in a counseling guidance. Guidance Management Counseling will provide head counseling services for all students based on management principles in an organization. It is necessary to know the extent to which management integrated counseling guidance in counseling services.

To carry out the counseling function mentioned above, it is necessary to have a counseling guidance that has been implemented by management. So that all counseling service activities are neatly coordinated according to the implementation as planned. In accordance with the implementation of the organizational structure that has been agreed upon and conduct appreciation and evaluation internally and externally.

Based on these problems, the author will conduct a study entitled; "Implementation of Counseling Service Management at MTsN 3 Deli Serdang," which is located in Sipirok Village, Rantang City Village, Hamparan Perak District, Deli Serdang Regency, North Sumatra.

LITERATURE REVIEW

Implementation

According to Van Metter and Van Horn (cited in Agustino, 2008), explain that Policy implementation is an action taken by an individual, government official or group or private that is directed to the achievement of the objectives outlined in the policy decision. Mazmain (2010) argues policy implementation is the implementation of basic policy decisions. Usually the policy is in the form of a law, but it can also be in the form of an order or decision of the judiciary. Lajimnay the decision identifies the problem to be solved and clearly states the goal to be achieved.

Policy implementation can also be interpreted as the implementation of activities that refer to the guidelines that have been prepared so that the activities that have been carried out can have an impact and contribution in overcoming various problems that are the target of the program in the community. According to Laster and Stewart (2015), policy implementation as the stage of implementing policy immediately has been enacted into law. In a broader view, policy implementation is defined as the

administration of laws into various actors, organizations, procedures, and techniques that work together to achieve goals.

Management

Management is a process that organizes or regulates an activity or work so that it is carried out properly and satisfactorily. Management must be carried out in a planned, organized, running well and getting assessment or evaluation. An integrated management activity will more easily achieve goals. It can be concluded that management is a system that must always exist in an activity. This management starts from planning, organizing, implementing to evaluation. The end result of management is to plan, organize, implement and evaluate each activity in order to achieve success.

It turns out that management is not only for business circles, but the management system is also very useful for the general public and the world of education. Because it is proven that all activities carried out with management will easily get success and vice versa. There are four main functions of management in every activity. The following are the functions of management in each activity.

Types of Counseling Services

It should be noted that there are seven types of counseling services that must be implemented in schools or madrasah. These seven counseling services must be considered to be carried out at the right place and time. Because the provision of counseling services must be in accordance with student problems, so that problems can be resolved immediately. The seven types of counseling services are:

a. Orientation Service

This orientation service is needed for an introduction to the environment as well as understanding how to treat the environment properly. Where is the student bathroom, soccer field, planting area, laboratory and so on. By knowing their environment, students are directed to love the school environment and not pollute it.

b. Information Service

Information services are services provided in the form of knowledge related to the personality of students, the problems they face and how to solve their own

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problems. This information service is also necessary to find out hobbies and whether the school has facilities and infrastructure that are in line with students' hobbies. The information service becomes very important when students are found to like or dislike a problem. This is where comprehensive information services are needed so that students know the problem as a whole and can address the problem correctly. Whether or not students are interested in something. This information service is important because students will know themselves and their environment more specifically and can solve problems or determine attitudes when they find problems around them. Information services will form an independent personality and can provide strong knowledge so that students can answer their own problems.

c. Content Mastery Service

Content Mastery Service (LPK) is a counseling service that allows students to develop themselves independently with regard to good study attitudes and habits, appropriate learning materials according to their learning speed and difficulty, as well as various aspects of other learning objectives and activities. In addition, LPK is given to students individually or in groups to master certain abilities or competencies through the learning process.

d. Placement Service

Placement services are information provided to students related to their learning interests and talents. The first step for the counsellor is to provide data that must be filled in by students containing complete personal details. In the data questionnaire, there are many tables that students must fill in freely. The results of this customary questionnaire will be studied by the counsellor.

e. Individual Counselling Service

A counselling services provided directly by a counsellor to a student face to face. With a private counselling service teacher. Usually, this personal service is a service that is specifically targeted to students because students' personal problems are very specific, and students don't want other people or their friends to know. This individual counselling service is also provided for children with special needs (ABK) or children who have special interests and talents and need more attention. Individual counselling services provided by counsellors are not

due to family closeness or other factors, but simply because the child's needs are treated with individual services. This means that this individual service has no nuances of more attention that is not objective.

f. Group Counselling Services.

A service provided to a group of students who violate school rules and regulations together. They are placed in a certain room and given the same counselling service, by one or two counselling service teachers, in the form of direction or problem solving given by the counsellor. So that students learn from each other to solve problems.

g. Consulting Service

Counselling services are provided in the form of interviews or consultations with other parties in the problematic student environment. This consultation service is due to the lack of correct information about problem children. Even if there is information, it is only based on information from problem children which is not necessarily true. Therefore, counsellors provide consultancy counselling services.

h. Mediation Service

A service provided to two students or two groups of students who violate the same rules in mediation, so that they can talk together to find amicable solutions to student problems. Mediation counselling services are usually carried out to deal with problems between two warring parties. Then the counselling service teacher appears to mediate between the two to solve the problem.

i. Advocacy Services

Advocacy services are guidance and direction obtained through counsellors so that students get their human rights. This means that in providing services to students, the counsellor must pay attention to something that is not liked by students outside the lesson. This means that counsellors should not violate students' human rights.

METHODOLOGY

Qualitative research in this study uses a qualitative phenomenological approach, because the data collected is how the state of individuals and groups in natural situations in one place. Will describe how the management of counseling services is implemented

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at MTsN 3 Deli Serdang. In addition, all that is collected may be the key to what has been researched. Qualitative phenomenological approach is a research method that tries to explain or reveal experiences and facts that occur. Then this qualitative approach requires sharpness of analysis, objectivity and systematic. So that accuracy is obtained in interpretation, the cause and effect of a phenomenon or symptom from a qualitative approach is totality.

FINDINGS AND DISCUSSION

Planning

Implementation of counseling services is a form of integration between subject teachers and homeroom teachers. Therefore, every teacher also has the competence of counseling services. But the provision of counseling services is hierarchical from subject teachers, homeroom teachers, counselors, vice principals and school security.⁶² In general, counseling services are carried out in a planned and integrated manner which is the responsibility of the counselor.

The counseling service programs at MTsN 3 Deli Serdang must include various elements, namely, 1) integrated with extracurricular activities. 2). Integrated with the school committee program. 3). Integrated with the Achievement Development Institute. 4). Integrated with the learning curriculum. 5). integrated with the vice principal. 6) integrated with all learning activities.

Integration becomes something very important in a counseling service. Because all the elements contained in the madrasa environment must unite to overcome student problems. With this integration, students feel that they are always monitored and cared for. As a result, students are reluctant and reluctant to repeat the same mistakes over and over again. With cohesiveness can create disciplined students. However, the integration that is built must also pay attention to the rights and obligations of each educator and education staff. This means that this integration must be coordinated based on the appropriate function and size. So that no one feels disadvantaged in dealing with various student problems in the field so that they do not collide. Therefore, counseling services at MTsN 3 Deli Serdang are also supported by various facilities and infrastructure and tools needed to conduct counseling. This can be seen from the counseling book on the counseling table. The book is a book that contains a work plan

for counseling services for a year. Researchers even found work boards hanging on the walls of the counseling service room. The workboard contains the stage work to be carried out monthly, quarterly, and annually. This board expresses that counseling services at MTsN 3 Deli Serdang have used the principles of planning management.

Organizing

Organizing can be done by determining what tasks must be done, who should do them, how the tasks are grouped, who is responsible for these tasks, and at what level decisions must be made. By organizing it will be known where the stuck and immediately repaired. So that all work in the organization can be completed according to plan.

Movement (Actuating)

Movement is an action to ensure that all group members strive to achieve goals in accordance with managerial and business planning. Implementation is an activity to realize a plan that has been made into a building or an activity to be standing or finished. Guidance is needed as well as coordinating work.

The movement is also carried out to motivate counseling service teachers in carrying out their duties to enable the smooth and effective implementation of the planned program. To overcome various student problems, the head of the counseling service teacher must provide direction to all counseling service teachers in accordance with the development of science, technology, and the arts.

Evaluation (Controlling)

Evaluation is the attention given to all programs and activities whether they are running as intended. Supervision finds errors as well as corrects them so that they are as planned. Supervision must be independent without the intervention of the interests of various parties. Evaluation of counseling services at MTsN 3 Deli Serdang places more emphasis on efforts to improve as well as being thorough and friendly. Various stages of counseling services are considered where the weaknesses and shortcomings are. Gradually, various weaknesses and shortcomings are sought to be improved as we go along. This evaluation is carried out on students and educators.

This evaluation is carried out internally and externally or by counselors and school principals. So that the two elements pay attention to the weaknesses of counseling

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services at MTsN 3 Deli Serdang. After finding weaknesses, the semester meeting will reveal the weaknesses of various parties to be corrected or improved in the future.

Counseling Service

Counseling services at MTsN 3 Deli Serdang are also part of self-development that has been determined by the Government in the curriculum structure through Government Regulation No. 22 of 2006 concerning content standards for Elementary and Secondary Education units. A counselor should comply as a guide through the law.

Basic Counseling Services

The meaning of basic services is the process of providing assistance to all counselees through the preparation of classically structured experiences or groups that are designed and implemented systematically in order to develop effective self-adjustment abilities in accordance with Bloom's taxonomy concepts, namely effective and psychomotor.

To be clear, the decision to provide counseling services at MTsN 3 Deli Serdang shows the madrasa principal's commitment to prioritizing the interests of meeting the needs of students. This is as stated by the head of LPP's Litbang that the existence of counseling services at MTsN 3 Deli Serdang cannot be separated from factors outside the individual.⁸⁰

MTsN 3 Deli Serdang intends to provide quality and friendly counseling services to students. However, the purpose of counseling services must be in line with the vision and mission of the madrasa. That MTsN 3 Deli Serdang has a vision and mission to create students who are intelligent and have noble character, pure in thoughts and actions based on the Qur'an and hadith.

Besides that, MTsN 3 deli Serdang also makes a plan for counseling services that are guided by counselors who have the academic competence of counseling guidance. Therefore, the principal will continue to seek additional counseling teachers from the Ministry of Religion of North Sumatra. However, in the meantime, the principal will add honorary counseling service teachers, in order to provide an adequate number of counselors.

CONCLUSION

The high number of violations of rules and regulations at MTsN 3 Deli Serdang is because students feel that they have received less attention from the services of Counselling Guidance. Even if there are those who are not reprimanded, they are handled thoroughly. Therefore, the work performance of counsellors must be improved by creating a special roster of counselling service teachers. So that the implementation of counselling services runs optimally.

Evaluation of counselling services at MTsN 3 Deli Serdang is not running optimally. Because the principal rarely visits the counselling room or questions service activities. Lack of supervision creates weak work performance of counsellors. Therefore, the principal must make a thorough evaluation of the counselling guidance.

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