

The Influence of Teacher Management on the Quality of Graduates at Batu Belah 006 Public Elementary School, East Siantan District, Anambas Islands Regency

Rizadiliyawati¹, Muhammad Syaifudin², Zaitun³

^{1,2,3} UIN Sultan Syarif Kasim Riau, Indonesia; Rizadiliyawati@gmail.com

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ABSTRACT

Education must be able to produce graduates who think globally and act locally, and are grounded in noble morals. The purpose of this study is to analyze the influence of teaching staff management on the quality of graduates at SDN 006 Batu Belah, Siantan Timur District, Anambas Islands Regency. The type of research is quantitative. The results of the study found that the teaching staff management variable has an influence on the quality of graduates at SDN 006 Batu Belah by 42%, this means that teaching staff management can be used as a tool to predict the quality of graduates. The better the teaching staff management, the better the quality of graduates. 2) The results of the study found that the teaching staff management variable has an influence on the quality of graduates at SDN 006 Batu Belah by 42%. This means that there is a significant influence of teaching staff management and the quality of graduates at SDN 006 Batu Belah.

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Corresponding Author:

Rizadiliyawati

UIN Sultan Syarif Kasim Riau, Indonesia; Rizadiliyawati@gmail.com

1. INTRODUCTION

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have spiritual religious strength, self-control, personality, intelligence, noble morals, and the skills needed by themselves, society, the nation, and the state (Hasanah et al, 2024). In Law No. 20 of 2003, Article 3, the function of national education is expected to be able to develop abilities and shape the character and civilization of a dignified nation, while the purpose of education is to develop the potential of students to be able to become human beings who believe in and fear God Almighty, have noble morals, are healthy, knowledgeable, capable, creative, independent, and become democratic and responsible citizens (Sari, 2018).

Education must be able to produce graduates who think globally and act locally, and are grounded in noble morals. There are two interrelated educational concepts: learning and instruction. The concept of learning is rooted in the learner, while the concept of instruction is rooted in the educator. In the teaching and learning process, interaction occurs between students and educators. Students are members of society who strive to develop their potential through the learning process available at certain educational pathways, levels, and types. Meanwhile, an educator is someone who works in the field of education and teaching and is responsible for helping students achieve maturity (Hidayat, 2023).

Management of teaching staff is an activity that must be carried out from the time educators and educational staff enter an educational organization until they finally leave. The general goal of Teaching Staff Management is to enable organizations to manage a competent, trustworthy, and highly motivated workforce (Negulescu et al, 2024). In teaching and educational staff management, these include: planning teaching and educational staff, recruitment of teaching staff, and the development of teaching staff, educators and educational staff, coaching and development, promotions and transfers, and performance assessments.

Educators, as human resources, play a crucial and strategic role, particularly in improving the quality of education, as they interact directly with students on a daily basis. This is as stipulated in Law Number 20 of 2003 on the National Education System (SISDIKNAS), Chapter X, Article 39, paragraphs 1 and 2 (Azhari & Kurniady, 2016).

Numerous activities are carried out within educational organizations or schools to achieve desired goals. One such activity is management. Management is the science and art of effectively managing the utilization of human resources, supported by other resources within the organization, to achieve specific goals. Furthermore, management also includes a directive or leadership process that influences the management and utilization of existing resources. Tuti and Zuhairansyah state in their book that "Human resources should be defined not by what they do, but by what they produce" (Ardali, 2020).

Human resources are one of the resources within an organization, encompassing all individuals involved in activities. Management and utilization of these resources will be effective and efficient when direction and leadership are conducted professionally and wisely, while maintaining deliberation in every policy decision. Human resources (HR) in education are all individuals involved in educational activities that influence management activities within the organization. These HR include leaders, school/madrasah principals, teachers, education staff, students, administrative staff, and others. HR is a crucial factor in implementing educational management, contributing to the development of quality human resources. The presence of superior HR within an educational institution provides a significant opportunity to produce quality human resources as the institution's output. Therefore, quality HR significantly influences the institution's development and facilitates the achievement of its goals (Hasan et al., 2022).

The quality of graduates equates to the outcome of quality inputs and processes. The process is a key component in producing quality graduates, as each child is inherently talented in their own field. This process also encompasses learning facilities in the classroom and at school. The quality of educational graduates is closely related to the learning process, which is influenced by many factors, including the curriculum, teaching staff, the learning process, facilities and infrastructure, aids and materials, school management, the school environment, and student vocational training. Facilities and infrastructure, the skills of teaching staff (teachers), and the curriculum must also be adapted to the dynamics of education to optimize student understanding of the subject matter (Parlina et al., 2022).

Quality graduates are regulated in the Minister of Education, Culture, Research, and Technology Regulation Number 5 of 2022 concerning graduate competency standards for elementary and secondary education units, which states that Graduate Competency Standards for early childhood education, elementary, and secondary education units are used as assessment guidelines in determining student graduation. The quality of a graduate will be influenced by the extent to which an institution is able to optimally manage all potential, including education staff, students, educational facilities, the learning process, finances, and its relationship with the community. Meanwhile, according to Maswardi Muhammad Amin and Yulianingsih, competent graduates (quality graduates) are expected to produce new breakthroughs, brilliant new ideas, new strategies for solving societal and national problems, and new work models to improve the welfare and prosperity of society (Nurhayati & Rosadi, 2022).

Based on the results of a pre-survey and observation conducted by researchers on October 12, 2024, researchers found that at SD Negeri 006 Batu Belah in East Siantan District, Anambas Islands Regency, there are gaps, such as inadequate improvement in graduate quality, inadequate facilities and infrastructure, many educators who have just completed their undergraduate education (S1), educators

teaching in areas not suited to their fields of expertise, inadequate technology for students, an unorganized school environment, and a lack of effective communication. Consequently, there is a gap in the quality of graduates at SD Negeri 006 Batu Belah in East Siantan District, Anambas Islands Regency, which is relatively low.

2. METHODS

The method used in this study is a quantitative method. The location of this study is at the 006 Batu Belah Public Elementary School, East Siantan District, Anambas Islands Regency. In this study, the population was 61 respondents, the sample that the author took in this study was 53 people. The data collection technique was a questionnaire. A questionnaire is a data collection event by distributing a list of questions to respondents, with the hope that they will provide responses to the list of questions. The list of questions can be open-ended, if the answer options are not provided in advance, and closed if the answer options have been provided in advance. The data analysis technique was with regression analysis, which is an analysis related to the dependence of one or two variables (dependent variables) on another variable (independent variable), which is a variable that explains by estimating the average value (mean) or average (population) of the dependent variable, viewed in terms of known or fixed values.

3. FINDINGS AND DISCUSSION

Based on the results of the descriptive data analysis and the level of achievement per respondent for the measured variables, it can be explained that the level of achievement of respondents for the variable of teaching staff management (very good 90.18%) and graduate quality (good 84.27%). The percentages for each indicator can be seen in Tables IV.1 and IV.2. These findings answer the researcher's initial observations. Therefore, input for teaching staff management (teachers) is to further improve the level of education to achieve maximum goals, while the variable of graduate quality is categorized as good. Therefore, input for teaching staff management (teachers) is to further enhance scientific potential to achieve excellent graduate quality.

The results of the data analysis and hypothesis testing indicate that both research hypotheses are acceptable. The analysis results indicate that teaching staff management and graduate quality have a significant influence or role in improving graduate quality at SDN 006 Batu Belah.

Teaching Staff Management Influences Graduate Quality

The study found that Teaching Staff Management had a 42% influence on graduate quality. This means that teaching staff management can be used as a tool to predict potential graduate quality. The better the teaching staff management, the better the graduate quality. This finding supports research conducted by Muh Ridwan, entitled "The Effect of Teaching Staff Management on Student Achievement at Madrasah Tsanawiyah Guppi Kaluppang, Enrekang Regency," which showed a 41.5% increase in the educational achievement.

Based on the descriptive data, the educational level is categorized as very good. However, further improvement is needed through improvements to low indicators within the educational level itself.

In achieving the goals of educational institutions, teaching staff management plays a crucial role. It must be guided by Islamic principles and based on the humanitarian values that exist in society. Teachers as professionals who have the noble task of educating, teaching, guiding, directing, training and assessing students are closely related to being caliphs of Allah, have the obligation to carry out Allah's mandate, the tasks they carry out are *ubudiyyah* and *mualamah* (Danti et al, 2024).

When an Islamic social environment has been formed, employees will also be formed who are faithful, devout, and carry out all commands and prohibitions when carrying out the responsibilities and authority assigned to them. In this way, the hope of getting results in accordance with expectations will be easier to realize (Imperiale et al, 2019). From an Islamic perspective, the position of management of teaching staff is the realization of Islamic teachings themselves. Islam glorifies knowledge where knowledge is obtained from learning and teaching and humans will not be separated from their need

for knowledge (Uyuni et al, 2020). It is from this process that teaching staff must increase the level of education. As Allah says in the Qur'an, surah al-Mujaddalah verse 11:

يَا أَيُّهَا الَّذِينَ آمَنُوا إِذَا قِيلَ لَكُمْ تَفَسَّحُوا فِي الْمَجَالِسِ فَافْسَحُوا يَفْسَحِ اللَّهُ لَكُمْ ۚ وَإِذَا قِيلَ انشُزُوا فَانْشُزُوا يَرْفَعِ اللَّهُ دَرَجَاتٍ

God willing Allah will exalt those who believe among you and those who are given knowledge by degrees (Q.S. Al-Mujaddalah: 11).

From the contents of the verse above, it can be seen that Allah SWT has commanded believers to seek knowledge. In the concept of Islamic education, educators have the task of forming perfect human beings, social beings who play a vital role in the culture of civilization, and at the same time, they have an obligation to serve the Creator as God's creatures capable of carrying out the divine mandate. This is what is called the balance between *hablumminallah* and *hablumminannas*, which has long been a characteristic and goal of the concept of Islamic education. Education has interrelated elements in the education system consisting of components of objectives, students, educators, the environment and educational tools. This education system has developed along with the progress of the times, so that the results of education are in accordance with the demands and developments of the times so that the quality of graduates is also better. Therefore, Management of Educator Personnel is an absolute requirement to achieve the goals of reform in the world of Education. This matter is one of the forums to improve the quality of the quality of graduates, therefore the quality of education will experience a comprehensive increase to prepare students to be able to carry out the flow of life (SYARIF, 2024).

Graduate Quality Influences Teacher Management

Research results found that Teacher Management variables collectively had a 42% influence, indicating that Teacher Management influences Graduate Quality at Batu Belah 006 Public Elementary School, East Siantan District, Anambas Islands Regency.

Therefore, efforts to improve Graduate Quality can be made to further enhance Teacher Management, thus hopefully improving and improving Graduate Quality. As educators who communicate directly with students, teachers play a crucial role in educating them. The positive and negative aspects of student attitudes, knowledge, and achievements are, in part, determined by a teacher's work ethic (Maulidin et al., 2024).

Begin work and the pursuit of knowledge by seeking the pleasure of Allah SWT, so that it will positively impact your dedication to your work. This is inseparable from the belief that Allah SWT is the ultimate goal of life and that the pursuit of knowledge is solely a form of endeavor to earn His blessing. If this principle could be applied to educators, teacher performance would undoubtedly improve due to a sense of sincerity and responsibility in carrying out their profession (Kurniady et al., 2018).

From an Islamic perspective, work is viewed as an act of worship, seeking sustenance from Allah SWT to fulfill needs, both in terms of interacting with others and improving and extending goodness. In the Qur'an Surah At Taubah Verse 108 it is explained as follows:

وَقُلْ وَالْمُؤْمِنُونَ ۚ وَسَتُرَدُّونَ إِلَىٰ بَيْتِ الشَّهَادَةِ فَيُنَبِّئُكُمْ بِمَا كُنْتُمْ تَعْمَلُونَ

Meaning: And say: "Work, then Allah and His Messenger and the believers will see your work, and you will be returned to (Allah) Who knows the unseen and the real, then He will report to you what you have done. (QS. At-Taubah: 105). In this verse when it is related to the Quality of Graduates, it can be seen that Islam teaches us, when carrying out a good job, then be serious in working and guide knowledge to gain the blessing of Allah SWT.

4. CONCLUSION

The results of the study found that the variable of Teacher Management has an influence on the Quality of Graduates at SDN 006 Batu Belah by 42%. This means that Teacher Management can be used as a tool to predict the Quality of Graduates. The better the Teacher Management, the better the Quality of Graduates. 2) The results of the study found that the variable of Teacher Management has an influence on the Quality of Graduates at SDN 006 Batu Belah by 42%. This means that there is a significant influence of teacher management and the quality of graduates at SDN 006 Batu Belah.

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