

## **Planning Management Implementation to Improve Graduate Quality**

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**Abstract:** The implementation of educational planning management at the Al Khoiriyah Educational Institution Serang, Indonesia, has the goal of improving the quality of graduates with indicators of competence competitiveness, both intellectual and skill as well as superior social competence of alumni. The management implemented by the educational institution Al Khoiriyah Serang is based on Islamic values. To achieve the expected results, management of educational planning within the educational organization Al Khoiriyah Serang needs to be carried out and implemented as well as possible. This study uses library research by collecting information and data from reference books from similar previous research results, articles, notes, and various journals related to the problem to be solved. Implementation of educational planning in an organization, especially in the educational institution Al Khoiriyah Serang is not easy. There are many problems and obstacles in the existing work culture, so the work of teachers and employees greatly influences the output of the educational institutions that are run. The enthusiasm of the community to join in the education of Al Khoiriyah Serang indicates that the community's trust in the output produced is recognized as superior.

**Keywords:** Educational Planning, Islamic Values, Management

### **A. Introduction**

Good planning will result in good output; however, just planning without being actualized is insufficient, because planning is the initial activity in a job in the form of thinking about work-related issues in order to achieve optimal results. Planning is essential before moving on to the next stage. Planning is regarded as essential because it determines and provides a direction for an organization's goals to be achieved. If there is no good planning and guidance, an activity or work will be haphazard and undirected. A mature and well-prepared management plan will have an impact on the achievement of the goals that have been set. This reinforces the strategic core position that planning in an institution is an important process carried out by a leader in order to direct all activities to achieve their goals.

It is clear from this explanation that planning determines the success or failure of a work program. Programs that do not go through proper planning are more likely to fail. The point is that any activity, no matter how small or large, will produce good

results if it has a good plan and is then carried out according to that plan, whereas work without planning is likely to fail.

This also holds true in an institution, such as the Al Khoiriyah educational institution, which bases its teaching on Islamic values. An educational institution that does not plan well will fail. Of course, it emphasizes the importance of the planning position in the work of an institution, particularly the Al Khoiriyah educational institution.

The discussion will centre on the Al Khoiriyah educational institution in the Seang area of Banten. The focus of the discussion at the Al Khoiriyah educational institution in Serang was because Banten, Serang, Indonesia was the center for the establishment of Al Khoiriyah in Indonesia. The Al-Khairiyah Islamic College was founded in the form of a pesantren at the outset. KH Syam'un bin Alwiyah established the Islamic boarding school in Citangkil, Warnasari Village, Grogol District, Serang Regency, Banten Residency in 1916. The establishment of the Citangkil Islamic Boarding School has a close connection and historical value, as it is a continuation of the struggle and ideals of independence that dates back hundreds of years and has claimed many human and material victims. KH Wasyid led the nation's struggle for independence known as Geger Cilegon (Cilegon War), which had been planned since 1884 and erupted in 1888 (Djatnika, 1995).

Even though it appears that the Cilegon commotion can be crushed, the enthusiasm and movement of the Cilegon convulsion continues, whether it is carried out by the Cilegon convulsion fighters in exile or the people around Banten who participate in the movement, including those carried out by Siti Hajar, the daughter of KH Wasyid herself, who tried her hardest to save her younger brother Yasin Beji and Syam'un, Ki Wasyid's grandson (Thaha, 2003).

KH. Syam'un was inspired or encouraged to name his Islamic Boarding School Al-Khoiriyah after noticing that there was a water dam in Egypt, namely the Nile River dam, from which it could irrigate a large area of agricultural land and increase the level of fertility around the river valley, thereby raising the standard of living of the people in the country. "Al-Khoiriyah" was the name given to the dam (Muhyidin, 1990).

"Al-Khoiriyah" was established in places other than Cingkil from the beginning, based on service to the teacher and wanting to develop the knowledge obtained from the teacher so that the knowledge gained becomes useful knowledge, and this was permitted by KH Syam'un, Professor and as Mr. Al-Khoiriyah. From that foundation, every effort and dedication made by all of his students in developing the Al-Khoiriyah Islamic College reflects a sense of sincerity and selflessness. So I'm just hoping for divine favor (Syam'un, 1972).

A clear plan has been implemented in the last decade to facilitate the running of the Al Khoiriyah educational institution, with the plan directing the Al Khoiriyah educational institution towards the right and correct goals according to the institution's goals. Planning provides direction and convenience for achieving a system's goals, because the system will run well if there is good and mature planning.

Mature and good planning is defined as meeting the requirements and elements of the planning itself.

## **B. Methods**

The approach of library research was used in discussing this study. Library research is a type of research that involves gathering information and data from reference books, similar previous research results, articles, notes, and various journals related to the problem at hand (Sari & Asmendri, 2020). Theoretical studies, references, and other scientific literature related to culture, values, and norms that emerge in the social situations studied are examples of literature studies (Sugiyono, 2013). Data sources used as material for this research include books, journals, and internet sites related to the topics chosen. In this study, the data collection technique is documentation, which means finding information about things or variables in the form of notes, books, papers or articles, journals, and so on (Arikunto, 2011). In addition, an inductive analysis is performed, which involves drawing a conclusion from real conditions to abstract things, or from a specific understanding to a general understanding.

## **C. Results and Discussion**

### **Educational Planning**

Educational planning is a process that prepares a set of alternative decisions for future activities aimed at achieving goals with the least amount of effort while taking into account the facts that exist in the religious, economic, and/or socio-cultural fields (Ogunode, et al, 2021). Education planning is an attempt to look into the future in terms of determining a priority policy and education costs that take into account the realities and existing activities in the religious, economic, social, cultural, and/or political fields to develop the potential of a national education system that can meet scientific needs (Chimombo, 2005; Gumpport, P. J., 2000).

Educational planning management is the process of preparing a set of decisions for future activities aimed at achieving goals in the most efficient and effective ways for a country's overall mental, spiritual, economic, and/or socio-cultural development (Davies, 2023).

When several of these opinions are summarized, the definition of educational planning is a continuous intellectual process in analyzing, formulating, weighing, and deciding with the decisions taken must have internal consistency that relates systematically to other decisions, both in those fields. itself as well as in other fields of development, and there is no time limit for one type of activity, and one activity does not always have to precede and be preceded by other activities.

Planning management is an attempt to determine who is responsible for which activities in order to achieve common goals. A mature and comprehensive plan describes these activities. Planning, on the other hand, can be defined as an effort to

identify individuals in charge of various policy formulations to be implemented collaboratively in their respective fields (Uno, 2007).

### **The Component of Educational Planning**

Conceptually, educational planning management is largely determined by the method, nature, and decision-making process, so there are numerous components involved in processing it. The components that participate in this process are: 1) the goals of the nation's national development, which will make decisions within the framework of national policy in the field of education; 2) strategic issues, which include dealing with operational policies that will color the implementation process of educational planning and the accuracy of educational planning implementation.

Several factors must be considered when determining policy and implementing educational planning, including (1) who holds power, (2) who makes decisions, and (3) what factors must be considered in decision making. Getting attention is especially important in the case of holders of power as the source of decisions, for example, with regard to the constitutional system, which is the form and management system, how and to whom or to whom the tasks contained in the policy are assigned. Furthermore, the issue of weight for ensures that educational planning can be carried out. This can be determined by the system's output or results from the implementation of the education plan itself, namely the education plan document.

### **Models of Educational Planning**

Some educational planning management models that must be understood are as follows: Comprehensive Planning Model, Model Target Settings, Costing Models and Cost-Effectiveness, and PPBS (Planning, Programming, Budgeting System) Models. Each of the four planning models has advantages. A comprehensive planning model and PPBS will be more appropriate in basic education because they can be integrated and comprehensive in all scopes of educational institutions.

### **Education Planning Function**

Planning is an activity that determines what will be done, how it will be done, what will be done, and who will do it ahead of time. Planning defines what will be accomplished (qualitatively determining the time) and when to accomplish it, where to accomplish it, how to accomplish it, who is responsible, and why to accomplish it. Planning entails the 5 W+1 H (What, Who, Why, When, Where, and How) questions, which will be briefly explained below (Gaspersz, 2003):

- What : What must be done
- Why : Why the work should be done
- Who : Who will do the work?
- When : When the work was done
- Where : Where the work is done
- How : How to do it.

A good plan requires a leader to be extremely responsive to the surrounding environmental conditions and to be able to predict future possibilities. It is undeniable that planning necessitates data and information in order for decisions to be made that are relevant to future problems. Because planning is an active leadership strategy for predicting future conditions in order to meet expectations, conditions, and results (Asmani, 2009).

According to this statement, we frequently distinguish annual or short-term plans (less than 5 years), medium term plans (5-10 years), and long-term plans (more than 10 years) (more than 10 years). To carry out good planning, a manager must be able to predict the possibilities that may occur, whether errors or failures, so that the results obtained are as expected. A good strategy should include the following elements: 1) Explanation and details of the activities required, as well as the resources required to carry out these activities in order to achieve the goal; 2) An explanation of why the plan must be carried out or worked on, as well as why specific goals must be met; 3) A description of the physical location where the action plan must be carried out in order for the necessary resource facilities to be available; 4) An explanation of when the action begins and ends in each organizational unit using the time standard established in the unit; 5) An explanation of the officers who will carry out their duties in terms of both quality and quantity in accordance with quality standards; and 6) A detailed explanation of the techniques for carrying out predetermined actions in order to ensure that the intended action is carried out correctly (Wahjosumidjo, 2011).

### **Elements and Prerequisites for Educational Planning**

Planning necessitates deep thought, with deep thought assisting the planning process that will be undertaken. This thought is motivated by sincerity and a desire to collaborate on a plan. More than in the planning process, you should pay attention to shared opinions and aspirations, at least in preparing educational planning, including educational planning for Al Khoiriyah Banten. First, the goals should be clear, which includes the formulation of goals to find solutions to existing problems. Second, decide on data collection and processing methods. Third, it is future-oriented and predictive. Fourth, there are structured activities that are linked together to achieve goals. Before planning, managers should be concerned with these four elements. This is required because it is related to the quality, effectiveness, and efficiency of the policies arranged in the planning.

In addition to these elements, it is necessary to pay attention to the conditions in preparing the plan, namely first, planning in the Al Khoiriyah educational institution in Serang should pay attention to and be based on clear objectives. Second, when planning, simplicity, realism, and practicality should be prioritized. Third, it is detailed and includes all descriptions, classification of activities, and a series of activities to facilitate and guide implementation. Fourth, prioritize flexibility so that it is simple to adapt to changing circumstances, needs, conditions, and situations. Fifth, avoid duplicate implementation. According to the description, planning comes first,

followed by implementation. Planning, on the other hand, is prioritized, effective, and efficient.

Other issues that require consideration (1) Educational planning should prioritize human values, because education, in essence, builds humans; (2) Educational planning should provide opportunities for students to maximize their full potential; (3) Educational planning should provide students with opportunities; (4) Educational planning should be comprehensive, systematic, and logically and rationally organized; (5) Educational planning should be geared toward the development of human resources; (6) Educational planning should be developed in a systematic manner, taking into account the connections with various components of education; (7) Because available resources are limited, educational planning should use them as sparingly as possible; (8) Educational planning should be future-oriented, because education is a long-term process in which everyone must face the future; (9) Educational institution planning should be responsive to the community's growing needs; and (10) Educational institution planning should be used to develop educational innovations for continuous renewal (Sa'ud & Makmun, 2007).

### **Characteristics of The Planning Management**

There are several characteristics of educational institution planning management, including the Al Khoiriyah educational institution: first, educational planning is a continuous intellectual process of analyzing, formulating, weighing, and deciding with decisions taken must have internal consistency and relate systematically to other decisions. Second, educational planning is always concerned with problems, needs, situations, and objectives, economic conditions, the need for manpower supply and development for national development, and socio-political factors, all of which are an integral part of overall development planning. Third, the goal of educational planning is to develop policies and outline educational strategies in accordance with government policies that will serve as the foundation for future educational implementation. The four educational plans should be innovative, quantitative, and qualitative as pioneers or pioneers in development activities. Fifth, educational planning always considers and analyzes both internal and external environmental factors (Sa'ud & Makmun, 2007).

### **Principles of Design and Implementation of Educational Planning**

The planning of educational institutions is very complex and complicated, so knowing the principles in the process of implementing and preparing the design is essential. Among these principles are the following: first, planning is interdisciplinary because education, particularly those related to human development, is interdisciplinary. Second, planning is flexible in the sense that it is dynamic and responsive to societal educational demands. Third, planning is objectively rational in the sense that it is in the best interests of the public. Fourth, planning is evaluated based on what is already owned. Fifth, planning serves as a vehicle for coordinating forces. Sixth, planning is done in accordance with data; planning without data lacks

reliability. Seventh, planning is the ability to control one's own strength rather than relying on the strength of others. Eighth, planning is comprehensive and scientific in the sense that it includes all aspects of education and is organized in a systematic manner using scientific principles and concepts. These principles are useful in the planning of Islamic educational institutions (Harjanto, 2005).

### **Types of Educational Planning**

There are seven different types of planning, each with its own set of advantages and disadvantages. These are some examples of planning.

1. Planning can be divided into three stages in terms of time: First, there is long-term planning, which spans ten to thirty years. This long-term planning is in its early stages and is not yet detailed. Second, medium-term planning, with a time frame of five to ten years. Third, there is short-term planning, which ranges from one to five years. Planning is classified into two types, the first of which is quantitative planning, in which all goals and objectives are expressed numerically. Second, quality design expresses itself through quality.
2. The first type of educational planning by region is local planning, or zoning, which is prepared and determined by institutions in a specific geographic area. Second, regional planning is decision-making at the provincial level. Third, national planning is a type of domestic planning that serves as the foundation for regional and regional planning. Fourth, there is international planning, which is multi-country planning that crosses national boundaries and is carried out by these countries.
3. Planning is divided into two categories based on its broad scope. The first is macro planning, which is planning that is universal, comprehensive, and broad. Second, micro planning refers to planning that is determined and prepared in response to specific conditions and situations. Planning can be divided into three parts based on priority. The first is centralized, i.e. state planning. The second is decentralization planning, which requires each region to prepare its own plan. The three decentralization strategies are a hybrid of centralized and decentralized approaches.

### **Educational Planning Strategic Plans**

A company's strategic planning is a formal and systematic effort to clarify its main goals, policies, and strategies. Strategic planning is the process of considering a company's or organization's goals and determining the policies and programs required to achieve those goals. To achieve this goal, a plan must be developed. Strategic planning methods include the following: first, a top-down approach, which is typically carried out by a centralized company. The second approach is the top-down or bottom-up design method. Third, the interactive approach involves central managers engaging in continuous dialogue with managers during plan development, which includes discussions with central employees and departments. Fourth, team

building is mostly used in small and centralized businesses. Fifth, the two-level approach is a strategy developed separately at the corporate and business unit levels.

Strategic planning at the Al Khoiriyah Religious College in Serang is an example of strategic planning. The profile of the Al Khoiriyah Serang Religious Higher Education covering the institutional sector, the field of manpower, curriculum, library, research, community service, student affairs, educational facilities, and infrastructure are among the objective conditions. Institutional geographical location, historical employment factors, curriculum, library, research, publishing, and community service are two available strengths. Community perception, academic tradition and work ethic, funding, human resource development, institutional autonomy, manpower, library, research, publishing, and community service, facilities and infrastructure are the three remaining weaknesses. Institutional, workforce, curriculum, library, research, publishing, and community service, student affairs, advice, and facilities are among the four opportunities. Fifth, institutions, manpower, curriculum, libraries, research, publishing, and community service, student affairs, facilities, and infrastructure are all challenges. It is also necessary to describe the strategic stages, such as development directions, development strategies, and development stages, before moving on to materials such as information and data related to planning (Permadi, 2007).

### **Process and Stages of Educational Planning**

To further simplify the planning phases, consider the following: first, a needs assessment that includes various aspects of the educational development of the Al Khoiriyah Serang institution that have been carried out, successes, difficulties, strengths, weaknesses, available resources, resources that need to be provided, the growing aspirations of the people towards education, hopes, ideals that are the people's aspirations. This study is significant because it compares what has happened to what will happen in the future. The two formulations and planning objectives guide planning and serve as the operationalization of the people's philosophical aspirations. Third, as a need assessment estuary, policies and priorities in education planning are determined. The operational components of educational planning are the four formulations of activity programs and projects. The fifth allocation of available resources, such as funding sources. The cost of a plan that is prepared logically, accurately, and carefully indicates the plan's level of feasibility. The sixth plan implementation is the act of elaborating the plan into scientific action to realize the written plan, which determines whether a plan is good and effective. Seventh, evaluating the success rate of implementing the plan, which serves as feedback for revising and adjusting plans for the next plan period (Hikmat, 2009).

### **The Importance of Planning**

The role of planning is critical in any organization, including the Al Khoiriyah educational institution in Serang. Without planning, the organization's direction and goals are unclear. Thus, planning is very important because: (1) with planning, it is



hoped that an activity direction will grow, and there will be guidelines for the implementation of activities aimed at achieving goals; (2) with planning, an estimate of matters during the implementation period that will be passed; (3) planning provides an opportunity to choose various alternatives about the best way or the opportunity to choose the best combination of ways; and (4) with planning, there will be guidelines for the implementation of activities aimed at achieving goals. Fifth, there will be a measuring device or standard for conducting supervision with a plan (Hikmat, 2009).

Thus, planning plays an important role in both public and private organizations, such as Al Khoiriyah educational institutions. It will be possible to predict future work and even the possible results to be achieved with planning (Purwanto, 2005).

#### **D. Conclusion**

Planning in Al Khoiriyah Serang and other public organizations is a process of continuous intellectual intelligence in analyzing, formulating, weighing, and deciding with decisions taken that must have internal consistency (adhere to principles) that relate systematically to other decisions, both in the fields themselves and in other fields in their implementation, and there is no time limit for one type of activity, and one activity does not always have to precede and be preceded by other activities. From policy formulation to educational planning implementation in educational institutions, the components Al Khoiriyah Serang and other organizations must consider several factors, including who holds power, who makes decisions, and what factors must be considered in decision making. Using all of the organization's resources and qualities, and supported by good planning, the education carried out will not falter and will not exceed the limits that have been set, ensuring that activities run smoothly. The enthusiasm of those who enrolled in Al Khoiriyah Serang education demonstrated the community's confidence in the quality of the output produced.

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