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Planning Concept on Islamic Education Management

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Article Information	Abstract
Received: 3 May 2023	<p>This study aims to find planning concepts of Islamic Education management; based on this purpose, this research uses library research because it can export and find core concepts from various sources, especially from Qur'anic verses. Planning is determining policies and programs by utilizing all resources to achieve goals based on Islamic values. Planning must be intended for worship in the hope of being given ease and success by Allah SWT, with the full awareness that everything comes from Allah (<i>minallah</i>), with the power of Allah (<i>billah</i>) and will return to Allah SWT (<i>ilallah</i>).</p> <p>Penelitian ini bertujuan untuk menemukan konsep perencanaan manajemen pendidikan Islam; Berdasarkan tujuan tersebut, penelitian ini menggunakan penelitian kepustakaan karena dapat mengeksplor dan menemukan konsep inti dari berbagai sumber, terutama dari ayat-ayat Alquran. Perencanaan adalah penentuan kebijakan dan program dengan mendayagunakan segala sumber daya untuk mencapai tujuan berdasarkan nilai-nilai Islam. Perencanaan harus ditujukan untuk ibadah dengan harapan diberi kemudahan dan keberhasilan oleh Allah SWT, dengan kesadaran penuh bahwa segala sesuatu berasal dari Allah (<i>minallah</i>), dengan kekuasaan Allah (<i>billah</i>) dan akan Kembali kepada Allah SWT (<i>ilallah</i>).</p>
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I. INTRODUCTION

The goal of Islamic Education, which seeks to promote morals and happiness throughout the globe, is one of the distinctions between its management and that of general education. As a result, Islamic education must be managed in accordance with the sources of Islamic law, including the Qur'an, Hadith, and consensus among the scholars. A key part of management is planning. Because it is directly tied to the success of the programme or the targeted outcomes, it deserves specific explanation. The planning, which takes into account the current real conditions and analysis of previous activities and accomplishments, is guided by the educational institution's aims and functions that have been decided upon and known collectively.

For educational institutions, planning provides several crucial advantages, such as efficient resource management and organisation. Planning helps educational institutions manage their own infrastructure, facilities, infrastructure, teachers, and financial budgets. Utilising resources effectively and efficiently can improve student learning outcomes and help schools meet their objectives. Additionally, educational institutions are good at developing learning curricula that account for the demands of the modern world. In essence, planning is crucial to guaranteeing the efficient and effective operation of educational institutions in reaching the determined educational goals.

Planning in education management has many advantages, including preventing failure in the implementation of activities, allowing educational institutions to use their time and resources in an organised and efficient manner, allowing them to concentrate more on the goals that need to be met, and inspiring employees to work towards those goals if they have been established. Making plans or methods to accomplish predetermined goals in the future is the act of planning. selecting objectives, figuring out what resources are required, organising and arranging those resources, and figuring out a schedule for carrying out actions are all parts of planning. Planning in education management should involve pertinent parties to ensure that the plan is suited to their requirements and interests and takes into account pertinent elements like risks and community environmental

consequences. However, it is acknowledged that a lot of people still view planning as an additional component and an extension of leadership policies (Azizah Hanum, 2020).

If a plan satisfies the planning criteria, it is mature (Sahnan, 2017). In various types of organisations utilising basic management processes in the form of planning, excellent planning will also result in good management, decision-making, and activities that must be done while paying attention to the nature of the plan to accomplish the intended goals (Arifuddin et al., 2021).

Naturally, as Muslims, we must be aware of the legal foundation for our work, behaviours, and even thoughts in order to avoid making a mistake. We are given the ability to think through our brains, and mistakes frequently result from our thinking when we are conceptualising or understanding something. This study aims to examine how Islam views planning because it is crucial to create concepts based on Islamic principles. The Qur'an, Hadith, Ijma, and qiyas are the primary sources of Islamic law. In this study, the flow of discussion is carried out by asking the researcher for a general understanding, followed by engaging in conversation with Islamic legal sources. However, there are also those who seek information directly from the Qur'an, which is the primary source of Islamic law.

The first and most crucial task in managing education is planning; with effective planning, Islamic Educational Institutions can raise the bar on their quality because planning also includes an assessment of what has been accomplished. Planning, like evaluation, frequently represents a major change for the organisation and calls for more intense and focused cooperation. Planning is necessary for change management, particularly change initiation, which frequently necessitates specific coordination, according to M. Wedell (2009; 65). In order to comprehend what is related to planning, this study aims to analyse the idea and purpose of planning in managing Islamic educational institutions. As a concept is defined as an image of ideas, concepts, or thoughts abstracted into words, this study employs the primary legal source to identify the concept from the Islamic teachings' parent source.

II. RESEARCH METHODS

This research is qualitative; the type of research used is a library research study. Sugiono said a literature study is a theoretical study based on references or scientific literature about culture, values, and norms that develop in social situations (Sugiyono, 2013). A *literature study* is a research activity carried out by collecting information and data from reference books, similar previous research results, articles, notes, and various journals related to the problem to be solved (Sari & Asmendri, 2020); (Ikhwan, 2020). The core concepts derived from the source of Islamic law are then dialogued with similar ideas and drawn to conclusions. The sources of this research data are the Qur'an and al-hadith and articles in online scientific journals.

III. RESULT AND DISCUSSION

Planning concept

An idea that has been conceived of as an item, procedure, viewpoint, or design is called a concept (kbbi, 1994). Planning is the process of making decisions about the organization's future actions. Planning, according to Jhon M. Echol and Hasan Syadili, is the process of deliberately deciding what will be done in the future. Planning can also be understood as the fundamental process of selecting goals and deciding the scope of attainment by using human, natural, and other resources to achieve goals (Siswanto, 2013). Planning is the initial determination of what will be done.

According to other experts, planning is a useful process for identifying organisational goals and the resources required to attain them (Daft: 2006); this viewpoint focuses on planning in accordance with how an organisation functions and operates. Planning is the act of setting goals and deciding how to reach these goals, contrary to Stoner's definition of planning as a sort of decision-making for a certain future chosen by the organization's leadership. Managers can efficiently allocate resources and people thanks to plans (Stoner, 1996). Planning is the first managerial role, according to Hasibuan, who contends that it is a vital one (Hasibuan, 2006, p. 91).

A concept is a broad idea or idea that expresses how something is known or understood. Concepts are used to comprehend and describe crucial elements of a subject as well as to organise and comprehend data. The notion of planning is reflected in the planning idea. A more expansive mindset or theory can be developed with the use of concepts. Concepts will aid in the organisation of knowledge, the discovery of linkages between components, and the promotion of clear communication and comprehension. It is common for a deeper comprehension of a certain topic to be required for the creation of notions. Concepts are crucial tools for human thinking and comprehension because they help us organise, evaluate, and comprehend the environment we live in.

The components that make up a concept's structure and meaning are collectively referred to as its elements. Definitions in a concept are descriptions that define the meaning or essential aspects of the concept. These definitions may be characteristics, relationships, contexts, or relationships. Important facets of the notion should be covered in the definition, which should be precise and explicit. In addition, features are traits or qualities connected to the concept. Physical descriptions, traits, or components that set a notion apart from others can all be considered characteristics. The setting or situational framework in which a notion is applied or applicable is sometimes referred to as the concept's context. Understanding the circumstances or elements that influence the thought is made possible through context. When an idea is linked to planning, it indicates that the context is more focused on planning.

George R. Terry defined planning as an organised cognitive process that includes goal-setting, determining the steps required to attain those steps, and creating a coordinated plan to carry out those steps (Terry, 2021). Another viewpoint was expressed by Peter Drucker, who claimed that planning is a methodical process of allocating available resources to produce the desired goals. By taking into account both internal and external elements affecting the organisation, he emphasised the need of planning in guiding actions towards desired goals (Drucker, 1974). (1974, Drucker). Planning, in general, is an organised process of goal-setting, action-identification, and plan development to reach the

objectives of an educational institution. Self-audits, environmental scans, goal-setting, forecasting, activity plan implementation, altering and adjusting plans in response to supervision and unforeseen occurrences are all parts of planning (Terry, 2021, p. 10).

'Azam and Intention

'Azam is linguistically a plan that exists in the heart; linguistically, these two terms are often equated in meaning even though they have different meanings. 'Azam means a plan, while intention means the heart's intent. In 'azam, there is a distance between the intention of the heart and the deeds done. The existence of intention indicates the desire of management to achieve the goals of the Educational Institution; the intention is the intention of the heart accompanied by action in the sense that there is no distance between the intention of the heart and the action. There is little difference between Azam and intention, only in the distance between the will of the heart and the actions done. Planning is a strategic effort blessed with the Educational Institution's future. Therefore, it is necessary to intend the determination and intention to provide the best for stakeholders as the service of the Institution.

Analysis of the situation and conditions

Educational Institution Planning must be able to answer future challenges and organizational challenges and needs; therefore when the planning stage must consider what has been achieved and what has not been so that it can be used as the next experience. It means that there must be an evaluation of the performance and achievements of previous educational institutions. Allah has commanded us to learn from experience, as mentioned in surah Al Hashr verse 18;

"O believers! Be mindful of Allah and let every soul look to what 'deeds' it has sent forth for tomorrow.1 And fear Allah, 'for' certainly Allah is All-Aware of what you do".

This verse tells us to remember what we have done to prepare for the next experience. The past can be used for lessons for the future. So that all these experiences are not written down, it will not be easy to trace back valuable events that can be used for further development. Therefore, in any plan, we must write it

so that many people can know it and be a guide for the next step. In the context of Islamic Educational Institutions, the commandment of this verse indicates that there must be a connection between what has been achieved before and what will be realized in the future.

Planning must be written

Planning must be written down so all stakeholders know of Islamic Education Institutions. Writing an educational institution plan is useful for Regularity and Consistency in the planning process. It allows everyone in the educational institution to have equal access to planning information, understand the objectives and steps set, and have clear guidelines for implementing the plan. Writing down a plan will help clarify thoughts and ideas. A detailed record of the necessary goals, steps and resources is required when drawing up a plan in writing. This context forces us to understand the plan better and make it more detailed and structured.

In Islam, Allah Almighty has written any destiny that befalls the earth as explained in Surah Al-Hadid verse 22 as follows;

"No disaster strikes upon the earth or among yourselves except that it is in a register before We bring it into being – indeed that, for Allah, is easy".

The above verse explains that Allah's plan for his creatures was made in writing, where this record is placed in Lauhul Mahfoudz. In surah al fatir verse 11, it is also explained that Allah Almighty is about the mechanism of recording human fate.

"And 'it is' Allah 'Who' created you from dust, then 'developed you' from a sperm-drop, then made you into pairs.2 No female ever conceives or delivers without His knowledge. And no one's life is made long or cut short but is 'written' in a record. That is certainly easy for Allah."

The above verse explains that Allah SWT has planned all human fate, and everything is recorded in *Rahul Mahfouz*. So what happens to humans? There is already a written plan, especially for matters of principle.

Resources

Planning requires identifying resources and considering the use of both physical and non-physical resources. Physical resources can be facilities, equipment,

and infrastructure. The use of physical resources involves determining the required capacity, setting up and structuring facilities, planning equipment maintenance and replacement, and assessing infrastructure needs to support the plans of the Educational Institution.

Information Technology Resources are included in the critical category because, in the digital era, appropriate information systems and technology are needed to collect, analyze, and convey relevant information in the planning process. The use of information technology resources also involves selecting and implementing appropriate software and hardware to support the plan of the Educational Institution.

Including significant resources is also finance. Planning requires the proper allocation of funds to achieve organizational goals. Financial resources are used to identify costs associated with plans, estimate expected revenues, and allocate appropriate budgets for planning activities. Using financial resources also involves financial risk assessment, budget management, and cost control. However, the most critical resource is the human resource itself.

Planning requires the active participation and contribution of human beings possessed by educational organizations. Using human resources involves identifying necessary expertise, assigning tasks and responsibilities, allocating appropriate time and labor, and involving employees in strategic planning and decision-making.

Educational Institution resources can be selected from Education Stakeholders; stakeholders are groups of individuals or entities with interests, roles, or involvement in the Education system and are also involved in decision-making, policy implementation, and influence on the quality and direction of Education. Surah Al-anfal verse 60 said;

"And prepare against them whatever you are able of power and of steeds of war by which you may terrify the enemy of Allah and your enemy and others besides them whom you do not know [but] whom Allah knows. And whatever you spend in the cause of Allah will be fully repaid to you, and you will not be wronged."

Although the above paragraph is in a military context, it can be applied to other fields because it relates to managing resources used to prepare to achieve

goals. So making preparations by utilizing all resources is one dimension of planning. Resources used include facilities, goods/services, costs and human resources owned. All these resources must be maximized to support achieving the desired goals.

Planning goal

Establishing the direction of activities and priorities for educational institutions is one of the planning's many goals. Educational institutions will be able to accomplish the goals established and realise the intended vision with the aid of sound planning. In order for educational institutions to utilise their resources as effectively as possible, efficient planning also aids in the allocation of people and other resources. Furthermore, it improves the efficacy and efficiency of educational institutions. Islamic educational institutions can achieve their objectives by taking the right actions and avoiding rash decisions.

Planning's overarching purpose is to raise the standards and competitiveness of educational institutions. Utilising all available resources is a requirement for planning (Ulil Albab, 2021). This section will cover Islamic planning principles. We will start out by talking about the issues with "azam" and intention, appraisal of what has been accomplished, employing resources to achieve objectives, costs, and system control.

Islam teaches that in organizing, managing and planning an Educational Institution must think about what has happened, as according to Quraish Shihab that this planning has been done by Allah SWT starting from the creation of man himself (M. Quraish Syhihab, 2022). After thinking about the previous events, we can have the experience to organize the future of the Educational Institution. Only by learning from previous experiences can we become more advanced and not fall on the same problems as before, so that Educational Institutions can focus on further development. As explained that an organization that has a plan means having a strong basis for carrying out its activities so that it can ensure all members of the organization work towards the same goal (A. Haq, 2014). This means that in planning there must be a goal, so that this goal is one of the dimensions in planning.

This dimension of purpose is different between conventional planning and planning in Islam.

Islam teaches that every goal must have a long-term goal (ukhrowi) not just a goal in the world. Therefore, the dimension of goals in planning the management of Islamic Education must be in harmony with the teachings of Islam itself, namely the happiness of the world and the hereafter, so that planning is always associated with good deeds that are beneficial and have the value of worship. Because of the value of worship, every plan must be really intended with the aim of getting the pleasure of Allah SWT. The planner must be fully aware that everything starts from Allah, with Allah's power and strength and will Return to Allah Almighty.

IV. CONCLUSION

Planning is a process of preparing all things that will be done in the future to achieve a certain goal, all things related to planning and evaluation of the latest developments of the organization must be considered in planning. Planning according to Islam must be strictly intended to worship Allah SWT. A good planner in Islam realizes that everything that has happened, is happening and will happen is by the will of Allah Almighty who will eventually return to Allah as well. If these intentions and goals are still wrong in the sense that they are not based on goals that are in accordance with Islam, planning will be difficult and ultimately cause a lot of anxiety. Without the pleasure of Allah SWT, the blessing of planning is not obtained by educational institutions. Therefore, the right faith and intention will greatly determine the success of planning.

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