

Analysis of the Application of the Islamic Education Paradigm in Creating an Orderly Administration in the Bureaucracy in Palopo State Islamic College (STAIN)

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Abstract—The background of the research is in general because there are phenomena in the world of conventional education that have not been able to produce a trusted public servant. For this imbalance, the authors see a positive example of STAIN Palopo which has a clean administrative order based on the application of the Islamic education paradigm that underlies all the rules in it. This study aims to describe the Application of Islamic Education Paradigm, Application of Administrative Regulations, and the Relationship Between Application of Islamic Education Paradigm in Creating Administrative Order in Bureaucracy in STAIN Palopo. This study used a Qualitative Associative Approach. Data collection with; observation, interview and documentation. Data sources of research informants included Staff, Lecturers and the Students of STAIN Palopo. Key Informants; Assistant Head (Puket) II for Administration, Head of Personnel, Head of Administration, Chairperson of LPPM. The data analysis is descriptive qualitative. The Result (1) The Application of the Islamic Education Paradigm based on the rules of the Ministry of Religion and its implementation runs adequately including; (a) Education as the Best Community / Society's Dererization System, (b) Education and Curriculum Standards, (c) Educational Values. (2) While the application of administrative order has also been carried out according to the rules in the administration and bureaucratic simplicity at STAIN. This includes; (a) the application of the principle of the right man in the right place, (b) Effective and Efficient Performance, (c) Application of Reward and Punishment. (3) The Relationship between the Application of the Islamic Education Paradigm with the Application of administrative discipline has a significant correlation. Produces Noble Morals (a) Islam Teaches Order and Discipline, (b) Encourages Doing Good (c) Oversight of Independent Work as the Muroqobtullah effect.

Keywords— *Islamic Education, Orderly Administration, Bureaucracy.*

I. INTRODUCTION

History in the past has shown that the best generation of Muslims has produced the best human beings. They make history with gold ink in various fields of life and science. Both they are individuals and government leaders. This best man is the result of the education of Muhammad Rosulullah. Based on the sources of Islamic teachings namely the Qur'an and Sunnah. This is what is called the Islamic Education Paradigm.

When the role of the best people in the field of government, both as leaders and as subordinates, they manage and organize the country fairly and trustfully. So that the State and their government triumphed, superpower in his time. Orderly administration is really carried out properly. After a period of time has changed, the glory of the best times we want to set in our time now. In fact, conventional education has failed in producing superior human beings both in skills and morals.

When serving as state servants, they were heavily involved in bureaucratic disease or bureaucratic / administrative pathology. They make mistakes in managing the administration. This happens because of irregularities in their educational outcomes, their morals and manners. Whereas the mandate of the Law is to produce state servants, public servants who are able to organize the country fairly and with trust. So that all the mandates can be carried out honestly, we can return all the items intact to the owner of life. Cleanliness in government, orderliness in administration will only be achieved when the generation that will later fill all the jobs is filled with a straight paradigm of life which naturally departs from a straight education system that is also applied in this country.

For what is expected from this great goal, locally, the authors see this reflected in the bureaucratic order at the Palopo State Islamic Religion College (STAIN). The basis of teaching educational institutions based on Islamic values can be created in the structuring of their bureaucracy. Which upholds the principle of holistic service, providing convenience, honesty in the academic service system. From the leadership, the lecturers and staff reflected an Islamic value as the result of the education they received. This makes matters relating to the administration orderly felt positively by all the academic community at the campus.

In general, there have been many studies on the problem of the paradigm of Islamic education. In general, Islamic high schools in Indonesia have discussed the same thing as well as STAIN Palopo. Especially the Department of Hadith Interpretation and Islamic Education (PAI). The focus of his study revolves around the problem of correlation between Islamic religious education in matters of morals, honesty and other noble qualities in life. Here the author sees a gap to link the problem of the paradigm of Islamic education with the achievement of administrative order related to what is being taken now. To what extent does Islamic education affect the

work of STAIN employees whose notes are alumni of Islamic education and work in the Islamic environment. Because, there are some parties who consider this influence upside down, precisely the administration which influences education. Even though there is truth, the researcher wants to take this meaning from the point of view. That is, human beings who are righteous in their minds and morals are able to create the orderly administration. and this is obtained from Islamic education. Finally, this research is very important to do to see the wisdom behind all the existing problems.

II. MATERIALS AND METHODS

A. Research Location

The location of this research is the Palopo State Islamic University (STAIN). This Islamic High School is the only State Education Institution in Palopo. Now it has changed to the State Islamic Institute (IAIN). The reason the researchers chose this research site is because it has a positive image in the eyes of the people of Palopo in particular and Luwu in general.

B. Method Data Collection

Qualitative Associative research with a descriptive analytical approach is explored through an observation system supported by library research. In this regard, the collection of data through the following stages: 1) Observation where done through hearing and something that is felt continuously about the object of research now. Pay attention to the pattern (sign), the tendencies, then try to lay down the problem. 2) The interview was chosen deliberately "purposive" from the internal campus. 3) Documentation relevant to the title of the study in the form of documents, decrees, operational technical instructions, relevant government regulations.

C. Data Analysis

This research use descriptive qualitative data analysis techniques with reference to the model of Miles and Huberman (1992). Activities in analyzing qualitative data are carried out interactively and continue continuously until they are finished, so that the data is already saturated. Activities in data analysis are data reduction, data display, and conclusion drawing / verification.

III. RESULTS AND DISCUSSION

A. Analysis Of The Application Of Islamic Education Paradigm in Palopo State Islamic College (STAIN)

1) Education as the Best Community/ Society's Dyerization System

It states three processes in recruiting students: religious knowledge, general science and competence (skill). First, religious knowledge. this is the basis of all teaching in college to strengthen the depth of the Islamic religion. Second, General Science. Realizing that students will eventually return to the community, they are also equipped with general sciences. Aside from being an additional insight (tsaqofah science) to be able to understand the social reality of the community as well so that they can become sensitive people to the times. Third, Competence (skill). This as a complementary or complementary material in an effort to keep abreast of the times. And this skill is needed to combine science with deeds.

2) Education and Curriculum Standards

The entire education delivery system is under the control of the central government, especially the Ministry of Religion of the Republic of Indonesia. Education Standards are based on the National Education System Law, while Curriculum Standards from the Ministry of Religion.

3) Values of Islamic Education

The essence of Islamic education is to make Islamic sharia or God's law as a guiding principle of life. In the process, it is expected to form a generation that has spiritual values and its morals are Islamic. Because this is the key to facing world life from time to time. Islamic values are seen from several indicators; Scientific Integration, Becoming a Kamil Individual, Spirit of Da'wah, Personal Self.

B. Creating an Orderly Administration in the Bureaucracy in Palopo State Islamic College

1) Placement of Staff / Officials in the Right Place (The Right Man on the Right Place)

This is the first form of orderly administration, which is the placement of employees in an appropriate place or the placement of employees according to their area of expertise. What is needed in an organization is to place these people according to their respective fields and abilities. Because this will greatly affect the future of an organization. Incorrect in this case means the same as failing in running the organization. Rasulullah in his hadith narrated by Bukhari, he said: "When the mandate is wasted, wait for it to fail. Among the companions of the Prophet there were those who asked: "O Messenger of God, how are you to waste that commission? The Prophet replied: "If an affair is left to the non-expert (not entitled) wait for the moment of failure". Staff recruitment and placement based on the Law and Internal campus analysis.

2) Effective and Efficient Performance

As a continuation of the previous point, this is actually a result of applying the right man in the right place. This principle is applied so that effectiveness and efficiency in the organization are achieved. In short, effectiveness and efficiency are successful and efficient. This is one of the important goals for the formation of an organization. Of course, for consideration of getting the goals set by the organization. In Islam humans who instill a sense of supervision by their Rabb in all their daily activities, both visible and hidden will always be honest in all their actions. He will work with a high work ethic, trying to create maximum results on whatever project he is completing.

To implement the principles of effective and efficient work, the following can be seen some indicators that are used as work standards; 1) Based on the Job Description Completion, 2) Use of Web-Based IT (Application Systems), 3) Savings Modals (Time, Facilities and Persons), 4) Sincerity.

3) Reward and Punishment

Appreciation is a form of motivation in hiring other people. With this an employee or subordinate can work even more excited. Even the smallest achievement must be rewarded with appropriate rewards. This reward problem was also raised by Abraham Maslow in his theory of basic needs.

This award has a good effect on employee performance. And also will instill employee loyalty. Below are a number of things related to implementing a reward system for staff and lecturers; 1) Based on Discipline of Survey Subordinates, Performance, and Employee Morals 2) Praise and Facilities.

Talking about this punishment is sensitive and needs to be careful. However, this is a must do. Because if the violation is left then it will cause even bigger problems. So, the punishment is an attempt to maintain the cleanliness and good of the organization in order to continue to exist. As in the Qur'an we are taught by Allah also through oral scholars that for disobedience or transgression it must be totally avoided. While for goodness or good deeds it is strived as self as possible. The punishment on this campus is based on standard rules and codes of ethics and campus morals.

C. Correlation Between The Application Of Islamic Education Paradigm With Creation Of An Orderly Administration

1) Islam Teaches Order and Discipline

Here we depart from Islamic religious values. Islam teaches order in everything. Originally or initially God created the universe with order. Nothing in His creation weakens one another. Everything is created perfectly and regularly. The simplest thing is that our religious law regulates life well from waking up to falling asleep again at night. Because the life and religion of Islam is built on balance and order, all aspects of life also demand this. Administrators or leaders who base all behavior on Islamic values will be well aware of this. so that value is used as guidance in working. Administrative actors who have the soul of Islam strongly associate the value of Islam in every work. Particularly in matters of administrative discipline, this is a process that demands conformity between activities and applicable regulations, organizational structure and legislation, in an orderly manner, does not deviate, does not precede or hinder each other, does not clash with each other, so that the administration runs properly or as it should. The essence of this administrative order problem is the excellent service. This will only work when you pay attention to the rules of order itself.

2) Encourage To Do Good

The Islamic organization will make all members of the organization well-conditioned in carrying out their Islamic practice. Initially, starting from the rules (vision and mission) which had been standardized by the government. This is a point in a commitment, must depart from the intention solely to expect the face of God. Then, it gets stronger if this is maintained by the commitment of its leader. When a leader who has shown integrity and a strong commitment to Islam, it will be very easy for him to control his subordinates to remain steadfast in the Islamic path. When the leader is loyal to Islam, the subordinates will get a good role model. Because of the example will emerge the spirit to do better.

On this campus, good deeds can be seen from the policies of its employees who always issue zakat salary or profession that accumulates within a year. This profession zakat money is deposited at the Amil Zakat Institute (LAZ) campus. Which later this functioned for the needs of the campus in the social and charity fields. From the organizational culture like the one above it really gives a positive feel for good deeds on the other side.

3) Independent Work Supervision (Muroqobatullah Effect)

A very detrimental problem in the world of organizations is the problem of corruption in the bureaucracy. Someone is in an Islamic educational environment of course the value of Islam will be very influential in every behavior. Trying to continue to improve performance, morals, abstinence. This is what will limit the employees to always maintain all behavior so as not to deviate from religion. at least the Islamic cultures that exist in STAIN such as prayer in congregation, culture advises each other if there is a violation and mutual respect when there are achievements, interact with the Qur'an before starting work, if all of that will be a control for them to always establish oversight of all their behavior.

IV. CONCLUSION

That the application of the Islamic Education Paradigm and Orderly Administration at the Palopo State Islamic College of Religion runs naturally. Both of these concepts have a close relationship in influencing each other. The better in applying Islamic values, the better the Creation of Orderly Administration on campus. Inshallah.

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