
RECRUITMENT SYSTEM FOR STUDENT MA'HAD ALY DARUSSALAM BLOKAGUNG TEGALSARI BANYUWANGI ACADEMIC YEAR 2018/2019

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ABSTRACT:

Education is a process of preparing generations to live life and fulfill life goals more effectively and efficiently. Through education, it is hoped that a young generation will be born who is qualified, has broad insight, has personality and is responsible for the interests of the future. The success of organizing educational institutions (madrasas) will depend heavily on the management of supporting components for the implementation of curriculum activities, students, financing of implementing staff, and infrastructure. Not more important than other components so as to make a high contribution to the achievement of the goals of the educational institution. Recruitment of Maha Santri is essentially a search process, determining prospective Maha Santri who will later become Maha Santri at the institution concerned, in order to make this recruitment program successful and to achieve quality human resources, the institution works together with Madrasah diniyah Al-Amiriyyah to hold Recruitment to prospective students, especially grades 1 and 2 Ulya who do have the ability and understanding, especially in the study of polaussalaf to be selected to enter the Ma'had Aly Darussalam institution by following several different test stages compared to several existing institutions in general. This research is directed at 2 main things, namely: (1) How is the Maha Santri Recruitment System at the Ma'had Aly institution. (2) what factors hinder and support the Maha Santri Recruitment System at the institution.

Keywords: System, Recruitment, Maha Santri

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INTRODUCTION

Macroscopically, Indonesia is a country with a Muslim majority, while microscopically, Indonesian Islam is Islamic boarding schools (Ningrum & Falah, 2022). Islamic boarding schools have colored diversity, created sub-cultures, become cadre institutions and become agents of change in Indonesian society, especially in the period between the mid-15th century and the end of the 19th century (Ningrum & Falah, 2022). According to (Abdurrahman, 2018), so far pesantren have played three main functions, namely the religious), social function (*ijtimaiyyah*) and educational function (*tarbawiyyah*). These three functions are still being maintained and have continued since the emergence of the pesantren until now.

The role of pesantren as "*cultural makers*" and centers of Islamic studies in the last few decades has experienced shifts and innovations. The role and function of the pesantren as *a candradimuka crater* (a place for personal self-training so that character) which is *rasikh fi ad-din* (expert in religious knowledge) is fading. According to the researcher's reading of some of the literature on Islamic boarding schools, the problem of decreasing the role and function of Islamic boarding schools can be seen from both internal and external factors. The main internal factor is the scientific regeneration process in Islamic boarding schools which continues to experience involution (returning to its original state) (Rahayuningtyas, 2022). Many scholars died

before they could fully transfer their knowledge and piety to the next generation. Apart from that, the quality of the santri to do the *safar fi tholab al-ilmi* (walking in search of ilmu) like the old Ulam'a has also decreased. While the external factor is the pace of development of the times entering the era of globalization and information that demands *well-informed* (knowledgeable) students while there are still many Islamic boarding schools that have limited facilities and technology, from these several factors it is suspected that the *output* of Islamic boarding schools from time to time experiences degradation, both in *practice, science* and *khuluqiyah*. The decline in the quality of the role and function of the pesantren has raised concerns among scholars about the extinction of the treasures of Islamic sciences (Navlia, 2020).

Departing from these concerns, several established and old Islamic boarding schools designed a special institution to study religion (*tafaquh fiddin*) at an advanced level which is oriented towards educating cadres of ulam'a who have high integrity both scientific and practical and are able to answer and solve contemporary problems. for the benefit of mankind. Among the Islamic boarding schools in the Central Java and DIY regions that have established higher education Islamic boarding schools are the Al Anwar Sarang Rembang Islamic boarding school (Central Java), with a special program "Tasawwuf and tarekat", the As-Shiddiqiyah Islamic boarding school Kebon Jeruk (DKI Jakarta)

with a special program "History and Islamic Civilization" Salafiyah Syafi'iyah Islamic Boarding School Situbondo (East Java), with Special Specialization program "Fiqh and Ushul Fiqh", as well as Darussalam Blokagung Islamic Boarding School (East Java) with Special Specialization Program "Sufism Wa Thoriqotuhu".

This initiation of higher education level Islamic boarding school was welcomed positive by the government. In Law no. 20 of 2003 concerning the National Education System and Government Regulation 55 of 2007 concerning Religious and religious Education, that Islamic boarding schools are given the opportunity to remain consistent in substantive scientific development in the field of *Ulum Syar'iyah*, but graduates can be recognized as equivalent to tertiary institutions (S1, S2 and S3) (Ridlo, 2021). Higher education at Islamic boarding schools or Madrasah Diniyyah is included in religious education based on Law No. 20 of 2003 article 15 and article 30 paragraph 4 (Fathurrohman, 2016). In the explanation of article 15 of Law no. 20 Paragraph 5 states that: "*religious education is basic, secondary, and higher education that prepares students to be able to carry out demanding roles, mastery of knowledge about religious teachings or become experts in Religion*". Furthermore, PP 55 of 2007 states that higher education levels include Ma'had Aly (Taris, 2018).

In relation to Islamic educational institutions, that Ma'had Aly is included in the scope of study of Islamic educational

institutions, according to (Muljawan, 2020) that Islamic educational institutions are bodies or organizations whose purpose is to carry out an investigation science or doing business as a process of changing individual behavior in personal life or social life and the natural surroundings through interactions carried out by these individuals, in the development of Islamic educational institutions can be divided into 3: langgar, Islamic boarding schools and Madrasas.

As it is well known that Student Management is an urgent matter in an Islamic educational institution, in the student planning process there are at least several steps that must be taken in the steps. In the context of efforts to improve the quality of existing students, the Ma'had Aly Darussalam Blokagung institution recruited students and then strictly selected *students*. mentioned in the verses of the Qur'an it has been alluded to the urgency of recruiting students (Maha santri) (Albab, 2022).

Sebagaimana firman Allah SWT dalam Al-Quran surat Al-Qashas ayat 26 :

قَالَتْ إِحْدَاهُمَا يَا أَبَتِ اسْتَأْجِرْهُ إِنَّ خَيْرَ مَنِ اسْتَأْجَرْتَ {
26: الْقَوِيُّ الْأَمِينُ [القصص]

"Salah seorang dari kedua wanita itu berkata: "Ya(to us), because actually the best people you have to work (for us) are people who are strong and trustworthy."

From the verse above it can be concluded that the verse contains implicitly or explicitly about the urgency of recruitment in Islamic education institutions, in the sense that we are encouraged to

choose and sort as well as select and decide who will enter or *income* in these institutions so that *outcomes* are in accordance with that was expected of the institution.

To achieve a quality Islamic education institution, the institution cooperates with the Al-Amiriyah madrasah madrasah in order to hold a recruitment of students, especially grades 1 and 2 Ulya and mutakhorijin madrasah diniyah who have the ability and in-depth understanding, especially in the study of *polar turats* to be selected to enter Ma' institutions. had Aly Darussalam by following several stages of the test that will be passed later (Suyanto, 2013).

Indirectly the Recruitment System will affect the quality and *Outcome* of an educational institution, although sometimes some institutions rarely pay attention to this due to certain reasons such as: the new establishment of the institution, the lack of competent teaching human resources, inadequate infrastructure and the recruitment process without considering who and how the quality of students who will enter (Hadijaya, 2013).

This is different from Ma'had Aly Darussalam, although this institution is considered an educational institution that has only been established for about 3 years, it is capable of recruiting high-quality students, because what is prioritized is not just quantity, but the quality and abilities of students are also considered. this can be seen in the recruitment and selection system that has been running .

In its development, Ma'had Aly's students have always experienced a drastic increase, starting from 17 students in one class to 48 in this year's class, but in the course of the cycle most of the students are students who are still in grades 1 and 2 ulya and graduates. madrasah diniyah Al Amiriyah, thus this will result in a shortage of teaching staff for Madrasah diniyah Al-Amiriyah, and the average of these students have not passed the final grade at Madrasah diniyah, not only that for those who have studied at IAIDA (Institute of Religion Islam Darussalam) will also be in trouble if you enter the Ma'had Aly selection because the existing lecture hours are the same as regular lecture hours.

Based on the description above, the researcher wants to examine more deeply about how the system selects students at Ma'had Aly Darussalam, as outlined in the title " Ma'had Aly Darussalam Maha Santri Recruitment System Blokagung Tegalsari Banyuwangi Academic Year 2018/2019". In this case the researcher focuses more on recruitment research on the students of Ma'had Aly Darussalam class of 2018 , Tasawuf wa toriqotuhu.

RESEARCH METHODS

This research is a type of qualitative method research, which is research based on the philosophy of postpositivism where the truth is in accordance with the nature of the object, used to research on natural object conditions, where the researcher is the key instrument and the research results

emphasize meaning rather than generalization (Sugiyono, 2012). This research intends to reveal as much data and information as possible about the Recruitment System of Maha santri Ma'had Aly Darussalam Blokagung Tegalsari Banyuwangi Academic Year 2018/2019. The design in this research is Ethnography, which is a comprehensive explanation of the complexity of group life, while the group used as research is the Maha santrri Ma'ahad Aly Darussalam. Location research or site selection is concerned with determining the units, parts, groups, and places where people are involved in the activities or events to be studied (Tampubolon, 2019). the research entitled "Ma'had Aly Darusalam Maha Santri Recruitment System" took place at the Darussalam Blokagung Tegalsari Banyuwangi boarding school. Data, Data Sources, and Resource Persons.

RESULTS AND DISCUSSION

After knowing how the process as well as the recruitment system in the Ma'had Aly Darussalam institution, there are some uniqueness that are considered different from the recruitment system in general, which can be seen starting from the existence of a superior class or *I'idad* which aims to prepare Maha Santri cadres in general, and what is prioritized is the quality of the students in the selection and recruitment of this institution. Another supporting factor is that there is a form of cooperation between Ma'had Aly and the

Madrasah Diniyah Al-Amiriyyah, making it easier for the institution to recruit and select students later.

Although it is said to be a new institution that was established for approximately 3 years and is under the auspices of the Darussalam Islamic boarding school foundation, the recruitment and selection system of Maha santri is not inferior to several other tertiary institutions, starting from the planning of students (maha santri), followed by a recruitment process which includes: making instruments, and continued with a written test which includes: fiqhi, ushul fiqhi, ulumul hadith and tafsir. As well as a test to read the book of fathul qarib and a dictionary is provided to facilitate it.

In educational institutions, there are several advantages and disadvantages that will be encountered, in this section the researcher will present the supporting and inhibiting factors of the Ma'had Aly Darussalam Maha Santri Recruitment System.

The supporting factors are: Adequate human resources (human resources) ranging from expert lecturers in the field of fan taught, the formation of a cadre system of maha santri from superior classes, which prioritizes quality not quantity of maha santri.

While the inhibiting factor is because Ma'had Aly is a new institution, automatically the institution is not yet well-known (famous) to various layers of elements, many students are still double studying, and there are some students who

want to join Ma'had Aly but because they do not meet the standards that have been set automatically the institution is difficult to recruit them.

doubles as a student.

Supporting and inhibiting factors for the Maha Santri Recruitment System can be described as follows :

Image 1. supporting and inhibiting factors of the recruitment system

No.	Supporting factors	Faktor penghambat
1	Adequate human resources	A new institution that is still not well known to various elements
2	The establishment of a superior class so as to facilitate the recruitment of prospective students.	There are still some students who study concurrently with class hours that are already running.
3	Prioritizing quality over quantity of students	It is difficult to find maha santri who do not study in the morning, because the average maha santri also

In the recruitment system that has been running, the Ma'had Aly institution in each of its numbers mostly recruits Maha santri who are under the auspices of the Darussalam Blokagung Islamic boarding school, but in view of this it does not rule out the possibility of this institution recruiting Maha santri who are outside the pesantren, besides being a Tafaqquh fiddin institution Ma'had Aly is also considered as an institution that aims to preserve the ulumul Ulam'a which is increasingly rare, adhering to this, the implementation of Ma'had Aly in recruiting Maha santri who do not live in the boarding school, namely:

- a. ave quality in the field of kutub turats,
- b. there is a procedure for taking the test as well as selection, which is like the provisions in general.
- c. Active and consistent in following the courses that have been determined by the institution.
- d. Pay the administration according to the level. The distance between the boarding school and his home is less than 1 KM.

However, what the Ma'had Aly institution is still concerned about in the field of consistent Maha santri in attending lectures, thus the recruitment of Maha santri who are from outside the pesantren, the institution is still considering holding it in the

following year, because it does not rule out the possibility that students who are outside the pesantren will attend lectures at Ma'had Aly Darussalam.

CONCLUSION

Berdasarkan hasil penelitian diatas maka dapat diambil kesimpulan bahwa Sistem rekrutmen memiliki yang ada memiliki perbedaan antara satu lembaga dengan lembaga yang lainnya, hal ini disebabkan karena berbedanya tuntunan yang di inginkan dari sebuah lembaga tersebut, seperti lembaga Ma'had Aly yang lebih mengutamakan kualitas bukan kuantitas, maka dari pihak lembaga lebih menekankan rekrutmen maha santri yang memang berkompeten dalam kutub turats, tak hanya itu lembaga juga membuat kelas unggulan (l'idad) dalam rangka persiapan bagi kaderisasi calon maha santri yang akan masuk dalam lembaga tersebut hal ini yang membedakan lembaga Ma'had Aly dengan lembaga lainnya.

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