

Spiritual Management in Islamic Education Management Studies (MPI) in the Covid-19 Era

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Abstract: The COVID-19 pandemic is a disease outbreak that has brought enormous changes to the world today. Starting from the end of 2019 until now. In the early days of Covid-19, there was a massive lockdown, which caused us to feel very drastic changes, including in the world of education. The purpose of this study is to describe the Concept of Spiritual Management in the study of Islamic education management in the Covid-19 era. This research uses a qualitative research approach through a literature study approach. Namely collecting data, data analysis, data reduction, and data verification. Based on the results of the study, it shows that the principal carries out his role well as a manager relying on religious thinking, to build himself, and strengthen institutions, the principal also carries out the basics, management in general. Spiritual management is very influential in an institution to deal with the changing world today in the era of covid-19.

Keywords: Islamic educational institutions, management, spiritual management.

Introduction

The Covid-19 pandemic is an international disaster that has shaken all aspects of life, including the world of education. With the outbreak, automatically there will be no face-to-face meetings to avoid the spread of COVID-19, or at least minimize meetings, including teacher-student meetings (Yunus, 2019). The COVID-19 pandemic is a disease outbreak that has brought about major changes to the world today. From the end of 2019 until now. In the early days of Covid-19, there was a massive lockdown, which made us feel a very drastic change. During the COVID-19 pandemic, we really need managers who are capable and intelligent in dealing with various situations that exist today (Siahaan, 2020).

Spiritual awareness is an effort to realize spiritual truth. Where we don't need to be obsessed with realizing this truth to them. There is also no need to always engage in deep thought to "see the (spiritual) light." Spiritual awareness is not something we can get by force. We cannot force ourselves to realize spiritual truth, we are only

open to what is already within us. Spiritual truths can evoke good feelings. This truth stands alone, with no underlying desire.

Management is a science as well as the art of making other people willing and willing to work to achieve the goals that have been formulated together, therefore management requires a basic concept of knowledge, the ability to analyze situations, conditions, existing human resources and think of the right way to carry out activities. interrelated to achieve goals. Humans in general are managing (managing) to manage here requires an art, how other people need work to achieve common goals.

Spiritual management is a management pattern that is able to apply spiritual intelligence in it. Abdullah Gymnastiar also stated that the concept of spiritual management was introduced with the term Heart Management, where this concept rests on a religious mindset that places the relationship between humans in business or work processes, cannot be separated from the relationship between humans and their God (Gymnastia, 2002). The

implementation/quality of human relations in every transaction carried out cannot be separated from transactions or human trafficking with God.

The principal of Madrasah Ibtidayah Negeri 1 Nagan Raya is unique in carrying out leadership, this can be seen from the vision and mission of the school itself, the principal is able to create a peaceful school environment, has an Islamic atmosphere, rules are obeyed, and forms a better personality character. As for the vision of MIN 1 - the mission of MIN 1 Nagan Raya, namely; From the explanation above, the author will explain the concept of spiritual management in the study of Islamic education management and the practice of spiritual management in Islamic educational institutions during the Covid-19 period.

Method

In this study, the author uses a qualitative research type with a descriptive approach with a literature review. observation. using data collection techniques by conducting a study of books, literature, notes, and reports that have to do with the problem to be solved. The author conducts a search on books, literature, articles, and other sources that are relevant to the theme in this article (Nazir, 2003).

Result and Discussion

Munir and Wahyu, stated that management comes from English which means management, governance, and managing. That is, management is a process applied by individuals or several people in an effort to coordinate to achieve a goal (Munir, 2006). Munir and Wahyu, also stated that the management in Arabic is called an-nizam or at-tanzim, which is a place to store everything and place everything in its place (Munir, 2006). In addition, there is another meaning of the word management, namely the power that moves a business that is responsible for the success or failure of an activity or effort to achieve certain goals. Nanang Fattah suggests management as a system where each component displays something

to meet needs (Fattah, 2009). Management is a process, whereas manager pays attention to organizational aspects (people-structure-task-technology) and how to relate these aspects to each other, and how to organize them so that the goals of the system are achieved. From the several definitions of management mentioned above, a general understanding can be formulated that management is a process consisting of a series of activities to move all organizational resources synergistically towards achieving organizational goals effectively and efficiently.

The spirit is the subject of "spiritual" activity. The union of soul and spirit is to achieve the need for God. Amin R. suggests spiritualism as part of the divine aspect bestowed on humans, in this case the notion of spiritualism is the experience or desire to know God personally (Amin, 2010). Spiritualism looks at things more deeply, substantially and seeks true understanding, not only superficial and short term.

There are several spiritual values, there are:

1. *Spiritual Naturalism Naturalism*

It is a form of belief that the universality of the universe is an independent existence that is not caused by supernatural and control. The assumptions put forward in naturalism are that humans and the universe can be understood without resorting to spiritual explanations and that the explanations provided by science are the only satisfactory explanations of existing reality. This assumption has led many behavioral scientists to conclude that all moral values are temporary and of human origin.

2. *Ethical Relativism*

Ethical relativism holds that "no principle of universality is valid, when all moral principles are relative to individual culture and values". Furthermore, "culture or society will defend right or wrong, if it is good for them". Ethical relativism also argues that if value is relative, then the company must emphasize the values that exist in employees.

3. *Ethical Hedonism*

Ethical hedonism is a form of belief in which one should seek pleasure alone and that the highest

good for one is to have mutual pleasure with the least amount of pain. According to some behavioral experts, basically human life is just seeking pleasure in the form of hedonistic behavior and seeking rewards. This argument is a reason that contradicts the assumptions of ethical relativism that supports ethical values. Based on this assumption, the organization will encourage the individuals in it to release the shackles of religion and be more accepting of their hedonistic tendencies.

4. *Positivism*

Sources of value positivism argue that "knowledge is limited to observed facts and interactions that occur between humans". This source is also said to meet scientific elements if there is evidence to support it. The positivists assume that empirical observation will eventually lead to a complete understanding of reality. Sharply, positivists will distinguish between facts and the values contained in them, because positivists suggest that only with scientific thinking and logical statements can cognitive, values and intellectuals be considered as meaningful. The assumptions mentioned above can greatly affect individual beliefs in the meaning of life, increase sensitivity to the purpose of life and establish relationships with other people. Furthermore, the beliefs held by individuals must be properly managed by the organization if the organization is to improve interpersonal relationships and pave the way for organizational change.

The concept of Spiritual Management which in the language of KH Abdullah Gymnastiar (AA Gym) was introduced with the term Heart Management, based on a religious mindset that places human relationships in business or work processes, inseparable from human relationships and their God. The quality of human relations in every transaction carried out cannot be separated from human trafficking with God. The expected result from the application of this concept is that every human being involved in the business process must have awareness/whatever they do must be based on faith and piety to God. This faith and piety will be the main source of enthusiasm or human energy in work. With the basis of this faith

and piety, humans will combine their knowledge, expertise, reason and conscience to explore and manage the resources that exist on this earth, efficiently with optimal benefits for the benefit of mankind. Spiritual management is defined as management that prioritizes values that come from God Almighty (Gymnastiar, 2002).

Based on the results of the observation data, the principal of MIN 1 Nagan Raya is aware of his role as a manager, this can be seen from the planning process, and the programs in the school he leads. This is also inseparable from spiritual or religious because the principal determines the character of the qarimah, instilling faith in the faith as an important point in the current educational vision and mission.

Private-Based Islamic Education Management

Talking about spiritual management cannot be separated from Islamic education management. Because the manager is someone who has the right and authority to regulate and manage the institution he leads. In an Islamic perspective, the concept of management can be seen as an order to subordinates to be able to do all the work correctly, neatly, neatly, orderly, and well in accordance with predetermined directions (Gymnastiar, 2002).

In Surah (Al-Sadjadah; 5) it can be understood that Allah SWT is the regulator of nature (Al-Mudabbir/manager). In a book entitled "Verse of the Qur'an About Management of Islamic Education" by Rahmat Hidayat and H. Candra Wijaya, it is stated that the orderliness of the universe is proof of His greatness in the process of managing nature. However, because the man He created has been made as a caliph on earth, then he must manage and manage the earth as well as possible as exemplified by Allah SWT (Hidayat, 2017). In the language of management, as stated by Abuddin Nata, the word regulation can be equated with the purpose of organizing which includes various activities or programs and at the same time sharing them with available resources, available time and so on. Rasulullah SAW also revealed a hadith that has a meaning with rules, namely by using the word *nizam* which explains that the truth that is regulated or regulated can be defeated by falsehood that is well regulated (Nata, 2016).

The existence of objects or various things that are regulated, managed, fostered, etc. in the verse is symbolized by setting the time of day and night which indicates the time setting for carrying out activities. Then there is the element that regulates, manages and so on in this case is Allah SWT.

Spiritual management is a management pattern that is able to apply spiritual intelligence in it. Augustine A.G. argues that spiritual intelligence is a person's ability to be able to understand (the meaning) and the highest values in life as well as a basic vision of life (Agustian, 2000). Opinion from Abdullah Gymnastiar The concept of spiritual management was introduced with the term Heart Management, where this concept rests on a religious mindset that places the relationship between humans in business or work processes, cannot be separated from the relationship between humans and their God. The realization/quality of human relations in every transaction carried out cannot be separated from transactions or human trafficking with customers of God. The expected result from the application of this concept is that every human being involved in the business process must have awareness/whatever they do must be based on faith and piety to God. Based on the discussion above, this is the same as the findings of observations in the field which show that the principal carries out the vision and mission, and planning it well is also accompanied by a religious nature, the principal stated "this is done to make schools not only loved by the community but also loved by God. ."

As stated by Ramayulis, Islamic education management is the process of utilizing all existing resources (Muslims, educational institutions or others) both hardware and software. Utilization is carried out through collaboration with other people effectively, efficiently, and productively to achieve happiness and prosperity both in this world and in the hereafter (Ramayulis, 2008).

The values of Islamic education management must be able to become a circle of empowerment and development in the current Islamic education system. The concept of Islamic education management in spiritual management must be related to three main points, namely:

1. Ability is all power, ability, ability, strength and technical and social skills/skills that are considered to exceed the abilities of ordinary members.
2. Authority is excellence, virtue, so that people are able to regulate other people, so that people obey the leadership and are willing to do any work to achieve organizational goals.
3. Power is the authority and legality that gives the leader the authority to influence and move subordinates to do something in managerial activities (Fauzi, 2016).

Henry Fayol put forward the principles of management which are divided into 14 parts, namely:

- a) Initiative
Thinking of a plan and ensuring its success is a satisfying experience for a person. The ability to think and the ability to carry out this is called initiative.
- b) Division of labor
This is a natural trait, which is seen in every society. As society develops, new organizations will also replace the old ones. The purpose of the division of labor is to produce more and better jobs with the same effort.
- c) Equity
To stimulate employees to carry out their duties sincerely and faithfully, they must be treated fairly and fairly. The combination of friendliness and justice produces equality.
- d) Authority and Responsibilities
Authority is the right to give instructions and the power to ask for obedience. Responsibilities or responsibilities are duties and functions that must be carried out by an official and to be carried out must be given authority to him.
- e) Discipline
The essence of obedience is discipline, which is doing what has been mutually agreed upon between the leader and the workers, either in writing, verbally or in the form of rules or habits.
- f) Unity of command
For each action, an employee must receive instructions from superiors only. If this is violated, authority is reduced, discipline is

threatened, order is disturbed and stability is tested, one will not carry out dualistic instructions.

g) Unity of direction

This principle can be described as: “one head and one plan for a group of activities that have a common goal”, which is an important requirement for unity of action, coordination and strength and focus of effort.

h) Scalar chain

A scalar chain is a chain of superiors from the last authority to the lowest level.

i) Subordination of individual interests to the public interest

In a company the interests of an employee must not be above the interests of the company, that the interests of the household must take precedence over the interests of its members and that the interests of the state must take precedence over the interests of citizens and the interests of the community. interests of community groups.

j) Remuneration of personnel

Employee salaries are the price of services provided and must be fair. Salary levels are affected by the cost of living, the demand and supply of labor. In addition, leaders must pay attention to the welfare of employees both at work and outside of work.

k) Centralization

The problem of centralization or centralization is a problem of sharing power, in small organizations centralization can be applied, but in large organizations it must be centralized.

l) Message

For human order there is a formula that must be obeyed, namely a place for everyone and everyone in their respective places.

m) Stability of personnel tone

An employee takes time to get used to a new job and manages to do it well.

n) Ecsprit de Corps

Unity is strength. Corporate leaders must do more to make these discussions a reality.

The principal of Madrasah Ibtidayah Negeri 1 Nagan Raya (Aceh) is aware of his position as a manager. This can be seen from the results of field

observations, which show that the principal has the initiative in carrying out his role as a manager by holding semester training sessions. lead. The principal also carries out his duties wisely in the division of tasks, this is evidenced by field findings that educators carry out their respective duties with pleasure. The principal is also able to equity the technical staff or teaching staff at the school he leads well, the principal stated that "this can happen because before I order or give directions to my subordinates of course I interrogate or evaluate myself, such as every morning waiting for the children to be escorted by their parents to school and then we greeted them with a handshake, I not only told the teacher to do it but I also participated in the activity. this is very helpful for school development" from the above statement we can see that the principal carries out his management role or function as a manager well.

The management function of Islamic education cannot be separated from the management function in general as stated by Henry Fayol, a French industrialist, he said that the management function is to design, regulate, organize, coordinate, and control. Robbin and Coulter, also suggested that the most important basic functions of management are planning, organizing, leading, and controlling (Robbin and Culter, 2007).

Spiritual Management Praxis in Islamic Education Institutions in The Era of Covid-19

Islam is a global religion, a religion that imposes everything without being limited by a certain time and place. Islam comes by providing concepts for all groups, and all aspects of life without exception are all included in it so that everything can be solved using Islamic law. According to Muslims, the Qur'an and Sunnah are the only original guidelines and sources and are comprehensive and final.

Educational institutions are places where the teaching and learning process takes place to develop and transfer knowledge. At the implementation level, educational institutions face rapid changes, therefore the implementation of education requires a good organizational structure, including leadership as a more important factor. Because the basic concepts and implementation of

education will determine the success of education in the midst of human life today (Sulaiman, 2021).

Abdullah Muslich Rizal Maulana explained that at the beginning of Muslim civilization, pandemics also occurred during the life of the Prophet and during the leadership of Caliph Umar bin Khattab, known as Tha'un. various plagues that occurred were handled specifically so that the prophet never forbade his people to leave the area affected by the plague to break the chain of the plague (the prophet forbade everyone in the plague environment to go and leave the house and also forbade other people to come to the affected area). plagued) this is explained in a hadith narrated by Bukhari and Muslim. According to At-tamimy that disease enters through the air and then the mood becomes a factor causing the emergence of the disease or not. So the concept of leadership during a pandemic must also continue to refer to the Prophet Muhammad SAW who is a role model.

Virus Covid-19 adalah penyakit menular yang disebabkan oleh sejenis virus corona dan pertama kali ditemukan di Wuhan. Beberapa negara termasuk Indonesia telah menetapkan kebijakan untuk memberlakukan sistem lockdown, termasuk dunia pendidikan. Institusi pendidikan ditutup, dan pembelajaran jarak jauh (online) diterapkan. Namun lembaga pendidikan tetap harus bangkit mencerdaskan kehidupan bangsa, setiap lembaga pendidikan tetap berlomba-lomba meningkatkan mutu pendidikan. Maka manajemen yang baik sangat diperlukan, untuk menentukan langkah-langkah strategis, efektif, efisien dan produktif yang akan diterapkan dalam kegiatan pembelajaran di lembaga pendidikan. selama pandemi Covid-19 (Fajar et al., 2020).

Spiritual management is a step towards establishing a governance system for every organization that is based on the whole human paradigm, which includes its spiritual dimension in the perspective of human life both in this world and in the hereafter. Therefore, the concept of spiritual management can at least be seen from the following points:

1) Every organization is seen as one of the human instruments to realize its function as the caliph of Allah on earth (khalifatullahfil-ardh).

- 2) Work is an act of business which is a form of servitude to God (worship) in which all God's gifts are processed and all goodness and benefits are released for the life of mankind and all creatures, therefore work must be done in the best way (ihsan).
- 3) Furthermore, work or business charity requires conditions or a work culture that supports the achievement of common (collective) goals, such as cooperation, healthy competition/learning, and so on.

The values of Islamic education management must be able to become a circle of empowerment and development in the current Islamic education system. The concept of Islamic education management in spiritual management must be related to three main points, namely:

- a. Capability is all power, ability, ability, strength and technical and social skills/skills that are considered to exceed the abilities of ordinary members.
- b. Authority is excellence, virtue, so that people are able to manage other people, so that people obey the leadership and are willing to do any work to achieve organizational goals.
- c. Power is the authority and legality that gives the leader the authority to influence and move subordinates to do something in managerial activities (Fauzi, 2016).

The principal of MIN 1 Nagan Raya (Aceh) carries out the concept of spiritual management and management values well, this can be seen from the way the principal forms or designs the vision and mission of the institution he leads and from several routine activities carried out by the school institution. Friday held recitations, and Friday blessings by getting the school to give alms and give directly to the needy. The visions and missions at Min 1 Nagan Raya are;

1. Vision
 - a. Excellent in achievement and good character
2. Mission
 - b. Instilling faith / creed through the practice of Islamic teachings
 - c. Optimizing the learning and guidance process.

- d. Develop knowledge in the fields of science and technology, language, sports and cultural arts according to the talents, interests and potential of students.
- e. Establish harmonious cooperation between school residents and the environment.

Conclusion

The assumptions put forward in naturalism are that humans and the universe can be understood without resorting to spiritual explanations and that the explanations provided by science are the only satisfactory explanations of existing reality. Based on the discussion above, this is the same as the findings of observations in the field which show that the principal carries out the vision and mission, and planning it well is also accompanied by a religious nature, the principal stated "this is done to make schools not only loved by the community but also loved by God. ." As stated by Ramayulis, Islamic education management is the process of utilizing all available resources (Muslims, educational institutions or others) both hardware and software.

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