



## Education Management Concept

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**Abstract.** This study aims to explain the definition of education management, the field of study of education management, and the main principles of a managerial system in which there are three basic things, namely planning, implementing, and controlling resource management at SMP Negeri 6 Tondano. This research was conducted using qualitative methods, and data collection was carried out by conducting socialization regarding education management materials, distributing questionnaires, and documenting. The research sample was made up of teachers who were part of the management of SMP Negeri 6 Tondano. The results of the research show that not all administrators or teachers understand the meaning and workings of education management, so technical guidance is needed regarding education management itself. With the management of education in schools, managers, both the Head of the Education Unit and the teachers, can achieve the goal of better education at SMP Negeri 6 Tondano.

**Keywords:** Education Management Concept, Management, Junior High School

**Abstrak.** Tujuan dari penelitian ini adalah untuk menjelaskan tentang pentingnya manajemen pendidikan, obyek kajian manajemen pendidikan dan prinsip-prinsip utama sistem manajemen yang memiliki tiga aspek utama yaitu perencanaan, pelaksanaan dan pengendalian pengelolaan sumber daya SMP Negeri 6 Tondano. Penelitian ini dilakukan dengan menggunakan metode kualitatif dan pengumpulan data dilakukan dengan mensosialisasikan materi manajemen pendidikan, menyebarkan kuesioner dan mendokumentasikannya. Sampel penelitian adalah seorang guru yang merupakan bagian dari manajemen SMP Negeri 6 Tondano. Hasil kajian menunjukkan bahwa tidak semua penyelenggara atau guru memahami arti dan fungsi manajemen pendidikan, sehingga perlu adanya bimbingan profesional dalam kaitannya dengan manajemen pendidikan itu sendiri. Dengan mengelola pendidikan sekolah, pimpinan dan kepala satuan pendidikan serta para guru dapat mencapai tujuan pendidikan yang lebih baik di SMP Negeri 6 Tondano.

**Kata kunci:** Konsep Manajemen Pendidikan, Manajemen, Sekolah Menengah Pertama

### INTRODUCTION

Education is a word that we often hear in everyday life. Even before someone gets an education in a formal educational institution, his parents educate him from an early age. Of course, parents expect the best for the educational institutions where their children

study. For this reason, schools need to improve their quality, starting with education management. How can we achieve good goals for school progress? We need to understand more about what education management is. Education management according to H.A.R. Tilaar is the mobilization of all educational resources to achieve predetermined educational goals. According to Sulistyorini, education management is an activity or a series of activities in the form of a business management process that involves the cooperation of a group of people who are members of an educational organization to achieve predetermined educational goals in a more effective and efficient manner. Based on the 2 definitions of education management above, this research is limited to the concept of education management with teachers as samples or examples because they are part of the resource managers in schools. Research on education management at SMP Negeri 6 Tondano has never been done before, so there has not been any reference regarding this research. References taken about education management materials are H.A.R. Tilaar (2002) regarding reforming school education and Sulistyorini (2001) regarding the relationship between the managerial skills of school principals and teacher performance. From what was observed about education management at One Roof 17 Public Middle School, there were several processes and implementations that had not achieved the expected results in accordance with the theory that had been studied. For this reason, based on the background of the problem, this study will conduct a study of the concept of education management at SMP Negeri 6 Tondano. The purpose of this study is to explain the definition of education management, the field of study of education management, and the main principles of a managerial system in which there are three basic things, namely, planning, implementing, and controlling resource management at SMP Negeri 6 Tondano.

## **METHOD**

The research method used is qualitative research, intended to study intensively the background of the current situation and position as well as the environmental interactions of certain social units that are as they are. The research was conducted at SMP Negeri 17, Satu Atap Bitung.

The research data is related to the focus of the problem, namely an explanation of the definition of education management, related fields of study, and three basic principles, namely planning, implementing, and controlling the educational managerial system at SMP Negeri 6 Tondano. The data collection techniques used are socialization, distribution of questionnaires, and documentation.

Data analysis was carried out in stages in schools, starting with outreach to teachers, distributing questionnaires with the aim of measuring how much understanding of education management there is and how far the concept of education management is implemented in the school environment. Presentation of data in the form of narrative text.

## **RESULTS AND DISCUSSION**

The management of education at SMP Negeri 6 Tondano actually exists and is run by all school members, more specifically the teachers and the Head of the Education Unit. However, the implementation process is not in accordance with the educational management concept theory as it should be. Based on my observations, the education management that is being carried out at SMP Negeri 6 Tondano has not been fully understood by the teachers who are part of the school management. In education management science, everything is done in a systematic and directed manner in order to achieve the expected results. The functions and fields of study in the field of education management must be used as guidelines for organizational activities to achieve productive educational goals. We must manage good harmony between individual and organizational needs to create productive, effective, and efficient education. The findings of research at SMP Negeri 6 Tondano are that due to a lack of understanding of the meaning or definition of the concept of education management, work to manage the school environment is sometimes hampered, such as making school gardens, procuring infrastructure facilities, procuring educational staff, and so on.

In some examples of these problems, each activity has been carried out with various obstacles that must be faced. In fact, sometimes there are misunderstandings because education management is not going well. Learning from the experience passed in the school management system, it is necessary to study the concept of education

management as a basic understanding in managing the school environment and its surroundings. The socialization with the aim of introducing knowledge in the field of education management that is more focused can help teachers at SMP Negeri 6 Tondano understand education management. Basically, education management pays attention to three main functions, namely planning, implementing, and controlling. For this reason, harmonious collaboration is needed between the education management function and the field of study. (Engkoswara, 2001:3) When working on education management, three basic things are needed: planning, implementing, and controlling. Planning is the first step in educational management. Kimani (2011: 17) says, "Planning is a rational and systematic way to predict the future of an organization. It is the process of preparing for change by formulating future actions. "The first step, namely planning, is the first step to determining the success of a good achievement. Planning must formulate what action will be taken. This is the core activity that contains the decision actions to be implemented. Planning is a very important management function and helps in setting goals. The second is implementation. Carrying out is equivalent to doing. This means that we must implement the plan through concrete action. We can collect many educational functions that have the same characteristics as concrete actions after we turn plans into implementation functions. After planning, it means we have to do what we plan together. That way, everything can go well. Lastly, there is control. Why is control needed? Individual or group goals sometimes conflict with organizational goals. Control is a management function that monitors whether activities are running well or not. As we know, activities must be in accordance with the plan. If something is not right, adjustments need to be made. Those are some things that still have to be learned by teachers in SMP Negeri 6 Tondano as a form of concern for the progress of education in the school.

## **CONCLUSIONS**

Implementation of the concept of education management has not been well directed due to a lack of understanding of the definition of education management itself. Even so, the socialization of the field of study on the concept of education management really helped teachers at SMP Negeri 6 Tondano manage the school and the

environment around it. Through the questionnaires distributed, teachers found deficiencies in school management. This has an effect on improving the quality of SMP Negeri 6 Tondano. Schools have a system to follow. If one of the systems does not run as it should, then the expected results or targets cannot be achieved. As a suggestion, teachers should learn more about educational management theory, both in its definition and in its field-related studies as well as the three basic principles of managerial systems, namely planning, implementing, and controlling, so that the management system at SMP Negeri 6 Tondano can achieve the target as expected.

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