

The Application Pattern of Care Management Principles at Darul Arafah Raya Islamic Boarding School, Deli Serdang Regency

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Abstract

This research investigates the application and effectiveness of parenting management principles at Darularafah Raya Islamic Boarding School in Deli Serdang Regency, North Sumatra. Pesantrens, as traditional Islamic educational institutions, are crucial in shaping students' morals and behaviors alongside their academic development. This study highlights the importance of effective management to align pesantren operations with contemporary educational needs while maintaining traditional values. The research employs a qualitative approach, including observations, interviews, and document analysis, to understand the caregiving management patterns at the boarding school. The principles guiding the caregivers include sincerity, simplicity, independence, and devotion, along with truthfulness (Ash-shidqu), trustworthiness (al-Amanah), communication (at-Tabligh), wisdom (al-Fathanah), and steadfastness (al-Istiqamah). These principles are consistently implemented in the daily activities and interactions with students. Findings reveal that the pesantren adopts a democratic approach to parenting management, allowing freedom of expression within the framework of the institution's vision and mission. This approach fosters a supportive and structured environment, enhancing students' confidence, discipline, and moral development. Caregivers play a crucial role in setting boundaries, enforcing rules, and guiding students' behavior and decision-making, ensuring a balanced and respectful educational atmosphere. The study concludes that the democratic application of parenting management principles at Darularafah Raya Islamic Boarding School effectively supports the holistic development of students, preparing them for personal and global challenges. The consistent implementation of these principles by caregivers contributes significantly to the institution's success and the students' overall growth.

Keyword: Management Principles, Application, Effectiveness, Parenting

Introduction

The oldest Islamic educational institutions serving as models for the current education system are the pesantrens. Islamic schools have undoubtedly demonstrated a strong commitment to education in Indonesia. When pesantrens were first established, they were not solely intended to enrich the minds of students (santris) but also to enhance their morals (akhlaq), motivate respect for spiritual and human values, teach behavior and morality, and prepare students to live simply and sincerely (Halim, 2005).

Effective management of pesantrens is crucial and must be continually improved. In the modern era, pesantrens must be more adept at managing their institutions (Halim, 2005). Updated pesantren management must align with contemporary needs (Marwazi, 2020). Pesantrens possess unique characteristics not found in other educational institutions, particularly in maintaining traditional (salaf) education systems despite undergoing various changes over time (Siswanto, 2016).

The educational systems and teaching methods differ among pesantrens, meaning there is no uniform system across institutions. Some pesantrens have evolved their educational systems due to the developments in national education and societal demands, while others have maintained their traditional approaches. Islamic education in pesantrens is seen as a stronghold of personal development and life preparation for global competition. Despite potential failures in Islamic education, the inherent potential created by God in humans requires further development by individuals themselves (Basri, 2014; Sitepu & Zaini, 2021).

One critical role within pesantrens is that of the santri caregiver. Caregivers are appointed by the kyai (pesantren leader) to nurture, guide, and mentor santris 24 hours a day, focusing not only on cognitive aspects but also on morals, worship, language, discipline, and daily life. Effective care management principles and patterns are essential to fulfill this significant responsibility.

The caregiving approach in pesantrens includes both authoritarian and democratic parenting styles. The democratic approach enhances students' motivation to learn, maintain discipline, and receive comprehensive learning support. Different organizations employ various management principles and application patterns to achieve their desired targets, including pesantrens. Islamic education management principles, according to Ramayulis, include sincerity, honesty, trustworthiness, fairness, responsibility, dynamism, practicality, and flexibility (Kahar et al., 2019). (Gumilang & Nurcholis, 2018) Outlines seven principles: faith, morality, justice, equality, consultation, division of tasks and work, adherence to management functions, social interaction, and sincerity.

Initial observations at Darul Arafah Raya Islamic Boarding School in Deli Serdang revealed that students were already in the mosque before the call to prayer, greeted the researcher politely, communicated in English and Arabic, and were engaged with Islamic texts rather than using mobile phones. These behaviors align with Islamic education management principles. Furthermore, when caregivers called the students, they responded promptly, demonstrating discipline and respect. Caregivers also supported students in developing their talents and abilities, fostering confidence, and allowing freedom in positive activities while maintaining supervision.

Given the observed behaviors and the importance of caregiving management principles, this research specifically investigates the application pattern of these principles at Darul Arafah Raya Islamic Boarding School. The study employs a qualitative research method, utilizing interviews, observations, and document studies for data collection.

Darul Arafah Raya is a modern pesantren located in Glugur Rimbun Village, Kutalimbru District, Deli Serdang Regency, North Sumatra Province. It was established on August 17, 1985, by Amrullah Naga Lubis and family, along with several teachers from Gontor Pesantren. The caregivers at Darul Arafah Raya work synergistically to fulfill their responsibilities, contributing to the institution's success. Today, Darul Arafah Raya is one of the most favored pesantrens in North Sumatra due to its numerous achievements in both religious and academic fields.

This study offers a novel approach by focusing on the application of caregiving management principles at the Darul Arafah Raya Islamic Boarding School in Deli Serdang. The research not only describes the general caregiving management principles commonly applied in pesantrens but also delves into how these principles are specifically implemented in a modern pesantren like Darul Arafah Raya. This provides insights into how modern pesantrens can maintain traditional values while adopting more modern and effective management practices. Unlike previous studies that generally focus on traditional pesantrens, this research is set in the context of a modern pesantren that has adapted to contemporary needs. Furthermore, the study emphasizes the caregiving patterns in shaping the character and discipline of the students. As

such, this research contributes new insights to the study of Islamic educational management in pesantrens by highlighting the application of caregiving management principles in a modern pesantren, particularly at Darul Arafah Raya. The application of these principles benefits not only santri with specific competencies but also the entire student body and caregivers in their daily lives. Therefore, this research is conducted to provide both theoretical and practical contributions to managerial personnel.

Method

This research employs a qualitative approach, observing phenomena in the surrounding environment and analyzing them with scientific logic (Sugiyono, 2013). Qualitative research can be defined as descriptive research that tends to use analysis. The process and meaning from the subject's perspective are emphasized in qualitative research. Theoretical foundations are utilized as guides to ensure that the research focus aligns with the facts in the field. Qualitative research aims to understand phenomena experienced by research subjects through descriptions in the form of words and language, in a natural context, and using various methods.

(Salim & Syahrums, 2015) The qualitative approach observes the phenomena around and aims to gain a general understanding of social realities from the participants' perspectives. This understanding is obtained after analyzing the realities, focusing on the application pattern of care management principles at Darul Arafah Raya Islamic Boarding School, Deli Serdang Regency. This research was conducted from January to June 2024, during which observations were carried out through interviews and document studies. Data collection involved recording videos, audio, and taking photographs. The data sources included the pesantren leaders, caregivers, educators, and students.

Data Collection Techniques:

1. Observation

Observing the environment and behaviors within the boarding school, this research involved direct and periodic assessments of the pesantren's conditions. This included observations related to the leadership, caregivers, teaching staff, as well as the state of facilities and infrastructure and their usage.

2. Interviews

Conducting in-depth interviews with relevant stakeholders, including teachers, students, and caregivers.

3. Document Study

Analyzing documents related to the management and operation of the boarding school.

Data Analysis Techniques:

The data analysis follows the techniques proposed by Miles and Huberman, which include (Sugiyono, 2013):

1. Data Collection

Gathering all relevant data through observations, interviews, and document studies.

2. Data Reduction

Simplifying and focusing on the essential data while discarding irrelevant information.

3. Data Presentation

Organizing and presenting the data in a coherent and meaningful manner to draw conclusions.

By employing these qualitative methods, the research aims to provide a comprehensive understanding of the implementation patterns of care management principles at Darul Arafah Raya Islamic Boarding School.

Result

The Implementation Pattern of Parenting Management Principles at Darularafah Raya Islamic Boarding School, Deli Serdang Regency, After carefully observing for a considerable period since the beginning of this research, the researcher found that caregivers play a crucial role for the students. The dormitory life, where students continuously learn and live their daily lives, undeniably requires rules and order for the collective well-being of the students.

Interview with the leader of Darularafah Raya Islamic Boarding School, Deli Serdang Regency:

"Pesantren is one of the educational institutions that consist of several essential components, one of which is the dormitory where the students (santris) reside. In the boarding school, the dormitory is not merely a place for students to sleep, but everything that takes place in the dormitory is also intended to teach and instill discipline in the students. Therefore, all activities within the boarding school require close supervision to ensure that the established rules are well implemented. In the pesantren, the caregivers are responsible for the students. The caregivers act as inspirators and motivators, guiding students to engage in positive behaviors. As role models, caregivers must possess good conduct and behavior so that students and the surrounding community can emulate them. Thus, the role of caregivers is to assist the leadership in enforcing discipline and maintaining the religious practices (sunnah) within the pesantren."

Interview with the leader of Darularafah Raya Islamic Boarding School, Deli Serdang Regency:

"Every organization has its management principles, and the caregiving unit is no exception. The caregiving unit adheres to management principles guided by the leadership of the boarding school, as the role of caregivers is to support the leadership in enforcing discipline and maintaining the religious practices of the pesantren. At Darularafah Raya, several principles are implemented, including sincerity, simplicity, independence, and dedication. Additionally, we follow other principles such as Ash-Shiddiq (truthfulness), Al-Amanah (trustworthiness), At-Tabligh (conveying the message), Al-Fathanah (wisdom), and Al-Istiqomah (steadfastness)."

Interview with one of the educators at Darularafah Raya Islamic Boarding School, Deli Serdang Regency:

Dalam suatu organisasi apapun pasti memiliki yang namanya manajemen. Begitu juga di dalam wadah pengasuhan di mana para pengasuhan berpegang pada prinsip-prinsip manajemen yang ada. Prinsip-prinsip manajemen yang ada ini mengikuti arahan pimpinan pondok pesantren karena memang fungsi pengasuhan itu membantu pimpinan dalam menegakkan disiplin dan sunnah pesantren. Di pondok pesantren Darularafah Raya

Interview with one of the caregivers at Darularafah Raya Islamic Boarding School, Deli Serdang Regency:

"Caregiving has a more significant responsibility compared to classroom educators. While educators are fully responsible for the subjects they teach, caregivers are responsible for all aspects of the students' activities during their time at the boarding school. In my opinion, caregiving plays a crucial role in the daily lives of the students. Therefore, effective management within caregiving is essential. I observe that the principles in caregiving are numerous, such as trustworthiness, where caregivers tirelessly perform their duties of guiding the

students every day. They sincerely dedicate their days at the boarding school to monitor and supervise the students."

Caregivers, who essentially act as parental figures at the boarding school, can perform their duties and responsibilities effectively when adhering to established principles. The Islamic boarding school, which accommodates both male and female students, encompasses a broader scope of academic and religious education. Therefore, caregiving is essential in assisting the leadership in enforcing discipline and religious practices within the school. One particularly remarkable aspect that the researcher observed and felt among the students is the constant recitation of verses from the Qur'an and Hadith that are deeply ingrained in them. Despite the already demanding school schedule, the students are not weary of practicing, reciting, reviewing their memorization, and engaging in many other activities as proof of their love for the Qur'an and Hadith. They endure drowsiness and fatigue in their pursuit of knowledge and diligently read and memorize the Qur'an and Hadith. The researcher noted that the caregivers significantly contribute to the activities of the students. The caregivers provide guidance and oversee the activities carried out by the students, ensuring that they follow the established schedule properly.

Regarding the principles of caregiving management, it is not limited to just one principle but involves several interconnected principles that collectively yield optimal results. Caregiving management aims to ensure that each student has a designated caregiver responsible for monitoring and guiding their daily activities. The presence of caregiving management is expected to prevent any actions that contradict the discipline and practices of the boarding school.

Additionally, caregiving management aims to strengthen the relationship between caregivers and students. Caregivers are expected to serve as role models and companions for the students, helping to foster positive attitudes and strengthen social bonds among them. Moreover, caregivers can provide moral support and motivation to students in facing the challenges of boarding school life.

The management and principles of caregiving offer significant benefits for the caregivers themselves. By being responsible for a group of students, caregivers are trained to be patient, meticulous, and responsible individuals. Furthermore, caregivers can learn about the characteristics and needs of each student, enabling them to provide more effective guidance.

Discussion

Principles of Care Management at Darul Arafah Raya Islamic Boarding School, Deli Serdang Regency

Principles are guidelines that individuals must adhere to for order and to maximize the achievement of goals. The principles of care management at Darul Arafah Raya Islamic Boarding School consist of several key principles, including sincerity, simplicity, independence, and devotion. Additionally, there are principles such as Ash-shidqu (truthfulness), Al-Amanah (trustworthiness), At-Tabligh (communication), Al-Fathanah (wisdom), and Al-Istiqamah (steadfastness). Below is an explanation of these principles as applied at Darul Arafah Raya Islamic Boarding School:

1) Principle of Sincerity

The word "sincerity" (ikhlas) derives from "akhlasha," which means pure and clear. Scholars have various interpretations of sincerity. Imam Al-Qushayri an-Naisaburi stated that a person with sincerity makes Allah the sole purpose of their life, performing actions solely for Allah's sake, even if they are aimed at reducing human suffering. Such a person helps others

because Allah loves those who help. Imam Al-Masy'ari describes sincerity as the alignment of one's outward and inward actions (Mukri & Tamam, 2021).

Sincerity is a vital principle that must be instilled in every individual's heart. It is essential in all actions and goals. For caregivers, adhering to this principle is crucial. Sincerity leads to rewards, peace, and comfort in life. A sincere caregiver performs their duties optimally, aiming to develop santri (students) into well-rounded individuals who are obedient to Allah and maintain good relationships with others.

2) Principle of Simplicity

Simplicity refers to being modest and unpretentious, observable by everyone and not burdensome. In care management, simplicity means performing responsibilities without feeling forced or burdened. Caregivers exhibit daily behaviors that meet needs and capabilities without displaying excess or luxury.

3) Principle of Independence

Independence is the ability to manage oneself without relying on others. It includes the capability to regulate behavior, characterized by freedom, initiative, self-confidence, self-control, assertiveness, and responsibility toward oneself and others. In the context of caregiving, independence means that caregivers can regulate their behavior, take initiative, and confidently perform their duties. They provide supervision and guidance to the students, setting examples for them to follow. An independent caregiver determines activity goals, monitoring strategies, and decision-making processes, ultimately achieving desired outcomes. Self-confidence and independence in caregivers serve as role models for the santri, imparting valuable lessons for their future. These principles of care management at Darul Arafah Raya Islamic Boarding School guide caregivers in their duties, ensuring they provide an environment conducive to the students' spiritual and personal growth. By adhering to these principles, caregivers can effectively support the development of santri into responsible, well-rounded individuals.

4) Principle of Devotion

Devotion involves activities aimed at transferring all knowledge and experiences in various aspects and fields. With this principle, caregivers willingly share their knowledge and experiences. A caregiver should embrace the principle of devotion, believing that being an educator is a calling and striving to perform their duties excellently to achieve the desired educational outcomes.

Additional Principles:

- a) As-Shidqu (Truthfulness) Caregivers are encouraged to maintain their intentions and refrain from lying in speech and actions.
- b) Al-Amanah (Trustworthiness) Caregivers should be trustworthy and capable of bearing responsibilities.
- c) At-Tabligh (Communication) Caregivers should convey teachings to students while maintaining politeness and courtesy in communication.
- d) Al-Fathanah (Wisdom) Caregivers should be wise, making it easier for students to accept their teachings, adapt to problems, and innovate.
- e) Al-Istiqomah (Steadfastness) Caregivers should be consistent and committed in their behavior and duties, ensuring continuous guidance and support for students.

These principles of care management at Darul Arafah Raya Islamic Boarding School guide caregivers in their duties, ensuring they provide an environment conducive to the students' spiritual and personal growth. By adhering to these principles, caregivers can effectively support the development of santri into responsible, well-rounded individuals (Fachrurrazi et al., 2023; Syahidah, 2023).

The Application of Parenting Management Principles at Darularafah Raya Islamic Boarding School in Deli Serdang Regency

The application of parenting management principles at Darularafah Raya Islamic Boarding School is consistently implemented by the caregivers in conducting the activities and operations of the boarding school.

Regarding the application of parenting management principles at the boarding school, as previously described, the caregivers apply these principles in their daily lives and activities with the students. The implementation of these principles aims to achieve the maximum possible outcomes. From the perspective of duties and functions, it is evident that the caregivers play a crucial role, making it essential to apply the appropriate parenting management principles in accordance with the existing conditions and situations at the boarding school.

The effective application of these principles also depends on the students adhering to the established regulations. Caregivers instill principles such as sincerity when providing guidance and supervision to the students. Activities such as prayer times, sports activities, cleanliness activities, meal times, and other activities are all guided by the principles of parenting management at Darularafah Raya Islamic Boarding School in Deli Serdang Regency.

Additionally, the caregivers apply the principle of tabligh, consistently conveying positive messages and motivating students to always engage in good deeds. The principle of istiqamah, or steadfastness, is also emphasized by the caregivers, ensuring they continuously remind the students of the existing rules. Consequently, the students are encouraged to consistently and purposefully follow the boarding school's activities (Dita Anggraini et al., 2023; Ismayani et al., 2023).

Parenting Management Pattern at Darularafah Raya Islamic Boarding School in Deli Serdang Regency

The parenting management pattern implemented at Darularafah Raya Islamic Boarding School in Deli Serdang Regency predominantly follows a democratic approach. This pattern, based on the principles of parenting management, involves guided democracy or freedom of expression aligned with the institution's vision and mission.

The management pattern can be identified through the treatment and habitual behaviors of the caregivers towards the students, both in religious education and in the boarding school environment, including (Kahar, 2021, 2022):

1. **Support for Students** Support for students is a hallmark of the democratic parenting pattern. The support provided by caregivers fosters a positive impact on the students, enhancing their confidence to develop their talents and abilities. This support allows the students to cultivate their interests and skills.
2. **Setting Boundaries for Students** Caregivers establish boundaries to protect students from negative influences, such as prohibitions against smoking, stealing, promiscuity, and other harmful behaviors.
3. **Rules and Prohibitions for Students** Caregivers enforce rules and prohibitions through guidance, including communication rules, activity schedules, and other regulations.
4. **Caregiver Control in Actions and Decision-Making** While caregivers allow students the freedom to engage in activities and form friendships, they also monitor and oversee these activities through senior or long-term students at the boarding school. This oversight helps minimize negative behaviors. If students engage in inappropriate actions or disrupt others, caregivers do not remain passive; they issue warnings and provide advice to ensure students remain under supervision and control.

5. Caregivers' Approach to Student Behavior and Desires Students' daily behaviors, whether cheerful or sullen, can affect their peers. Therefore, caregivers must adeptly manage the varying moods of the students to prevent negative impacts on others.

The management carried out by the Santri Parenting Department has been nearly optimal in terms of planning, implementation, and evaluation (Faris Syihabudin et al., 2023). The student development patterns are conducted systematically and structurally by applying management functions in the student development process at the Islamic Boarding School, including guidance, assignments, training, habituation, supervision, exemplary behavior (*uswatun hasanah*), and the process of creating an environment with the totality of students' lives for 24 hours through various activities and programs at the boarding school (Winarno, 2023). The implementation of parenting strategies for students from the perspective of quality education management at PPTQ Fatimah Az-Zahra utilizes planning, organizing, actuating, and controlling (POAC) (Rochim et al., 2021).

These findings present several key implications for the application of educational management in Islamic boarding schools, such as: 1) The importance of emphasizing the effectiveness of caregivers in shaping the moral and spiritual development of students. 2) By applying principles such as sincerity, simplicity, independence, and devotion, caregivers can carry out their duties more effectively. The implementation of well-defined parenting management principles provides a model for other boarding schools that wish to enhance their management practices. 3) A democratic approach to parenting management, which balances freedom with discipline, can be seen as an effective model for student development.

This research contributes to the knowledge of Islamic educational management by documenting specific parenting practices and principles used at Darul Arafah Raya Islamic Boarding School. The study highlights the importance of integrating traditional Islamic values with modern management practices, offering a unique perspective on how Islamic boarding schools can remain relevant and effective in contemporary society. This democratic approach to parenting management ensures a supportive, structured, and balanced environment for the students, aligning with the principles and values of Darul Arafah Raya Islamic Boarding School.

Conclusion

Principles of Parenting Management at Darularafah Raya Islamic Boarding School: The key principles include sincerity, simplicity, independence, and devotion. Additionally, they encompass the principles of *Ash-shidqu* (truthfulness), *al-Amanah* (trustworthiness), *at-Tabligh* (communication), *al-Fathanah* (wisdom), and *al-Istiqamah* (steadfastness). **Implementation of Parenting Management Principles:** The caregivers consistently apply these principles in their daily activities and operations at the boarding school, ensuring that they are an integral part of the students' education and upbringing. **Democratic Approach to Parenting Management:** The boarding school adopts a guided democracy approach in implementing parenting management principles. This approach allows freedom of expression and opinion among students while aligning with the institution's vision and mission, fostering an environment of mutual respect and growth. Overall, the findings of this research underscore the importance of a well-structured parenting management system in Islamic boarding schools, suggesting that the principles implemented at Darul Arafah Raya can be advantageously applied in other similar institutions to enhance educational and moral outcomes.

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