CRITICAL THINKING EFFECTIVE EDUCATION RESOURCES MANAGEMENT DURING THE CRISIS OF THE 21st CENTURY

Oleh
Amalliah Kadir
Universitas Negeri Jakarta
E-mail: Amalliahkadir1@gmail.com

Abstract: *In general, there is a wide gap in the quality of education between education in our country and the quality of education in developed countries, although in some individual achievements at the international level, Indonesian children are able to excel. The wide gap in the quality of education in Indonesia is reflected, among other things, from the results of a study on reading ability for elementary school (SD) conducted by the International Educational Achievement (IEA) organization which conducted a research called Trend in International Mathematics and Sciences Study (TIMSS) in in 1999 which indicated that elementary school students in Indonesia were in 38th place out of 39 countries studied. Meanwhile, for junior high school (SMP) level, the study for mathematics ability of junior high school students in Indonesia was only 39 out of 42 countries studied, and natural science (IPA) skills only ranked 40 out of 42 countries studied. In 2003, the same research was conducted. To catch up with education, the government launched a superior school policy. This policy is expected to be able to improve the quality of education, especially schools. This policy is stated in the Strategic Plan of the Ministry of National Education 2010-2014, namely by doing: 1. Development of local excellence-based schools in each district/city. 2. Construction of quality schools commensurate with international education management in each province/district/city. Before the policy of superior schools proclaimed by the government was set, actually schools that could be categorized as superior schools had been scattered in this country, unfortunately most of them were scattered in big cities. Until 2020, the survey results prove that the State of Indonesia is in 10th place from the bottom with other countries in terms of literacy and science. This article uses library research methods from books and journals, aiming to find out how effective HR quality is in 21st century education unit management.*

INTRODUCTION

Education is a conscious and planned effort to create a learning atmosphere and learning process so that students actively develop their potential to have religious spiritual strength, self-control, personality, intelligence, noble character, and skills needed by themselves, society, nation and state (UU Law No. National Education System). According to UNESCO, education is now to prepare humans for a type of society that does not yet exist. The concept of the education system may change according to the development of society and the transfer of cultural values. The current concept of education cannot be separated from education which must be in accordance with the demands of past, present and future educational needs.

From the several definitions of education above, basically the notion of education put forward has in common, namely a conscious, planned, systematic, ongoing effort, and towards maturity. Improving the quality of human resources is an absolute prerequisite for achieving development goals. As a determining factor in the success of development, it is in its place that the quality of human resources is improved through various educational programs that are carried out systematically and directed based on interests that refer to advances in science and technology (Science and Technology) and are based on faith and piety (Imtak). Education makes a very large contribution to the progress of a nation, and is a vehicle for translating constitutional messages as well as a means of building the nation's character (Nation Character Building). An intelligent society will give the nuances of an intelligent life as well, and will progressively form independence. Such a national society is a great investment to fight out of the crisis and face the global world. One of the vehicles to improve the quality of human resources is education, so the quality of education must always be improved. Regarding national standards, Law Number 20 of 2003 concerning the National Education System article 35 paragraph: (1) states that the National Education Standards are used as a reference in the development of education which includes curriculum, processes, education personnel, facilities and infrastructure, management and education financing. Continued in paragraph (2) states that the national standard of education consists of standards of content, process, competency of graduates, education personnel, infrastructure, management, financing, and assessment of education.

Effective Management of Educational Resources During the Crisis of the 21st Century 1. 21st Century Effective Leaders Effective Leaders and Leadership Effectiveness (Hersey et al., 1994) Therefore, an effective leader can be carried out by a leader if he: 1. Able to take advantage of the potential of the environment and improve oneself. 2. Adaptive or able to carry themselves where they are or work. Successful leaders are able to adapt their leader style to followers' needs and situations. Because the problem is not constant, effective leaders are like musicians who change their technique and approach to achieve the desired form of total achievement. 3. According to Halpin success leaders should emphasize both group goals: a. achievement of objectives. b. Group coaching. In terms of Catwright and Zander or in terms of Barnard, the leader must facilitate effective and efficient group cooperation. 4. The concept of adaptive leader behavior in policy making is stated as follows: The more managers can adapt their leadership style of behavior to meet the demands of certain situations and the needs of their followers, the more effective they will be in achieving personal and organizational goals (Hersey et al., 1994) 2. Critical Thinking Measures and Improves the Quality of 21st Century Principals and Teachers How to measure a person's

quality of life depends on how he reads the "Future Role (VISION)" what ideals he has. 5 vision hurdles: 1. The past. 2. Pressure from others. 3. There is an internal problem. 4. Lack of perspective or hope for the future. 5. Current position. In solving these 5 obstacles in order to improve quality, one must be able to: 1. Find your identity by: a. Self introspection (muhasabah). b. Ask a friend of the dean or other trusted person. 2. Have a structured plan. 3. Focus. 4. Set priorities by: a. Find the value. b. See the result. c. Make a time map of the "planning" schedule (long, medium and short term): 1) Seeing needs by looking at opportunities. 2) Self-internal: a) Strength (strength), by: - Discipline. - If it fails, invite God's intervention (Surah Luqman: 34). - Create a new buzz = a real winner. - Build a solid super team and one vision. - Do it now, don't procrastinate b) Weaknesses (weaknesses). How to deal with self-weaknesses by growing self-awareness, how to: - Counting how old we are now. - Doing benchmarks, which is imitating the actions of others by taking lessons (ibroh) to then be used as benchmarks or standards in acting, by: ¬ Read biographies of successful people. ¬ Get to know and recognize more successful people. ¬ Benchmark (imitate) to the family of the successful person. 3) Self-external: a) Opportunity (opportunity), by: - Do it now. - Suppress lust - Do good habits and get rid of bad habits. b) Threat (challenge), do the following: - invite God's intervention (Surah Luqman: 34). - Create a new buzz = a real winner. - Build a solid super team and one vision. 5. Good Spiritual, Intellectual and Emotional Intelligence to be able to solve problems during the process of achieving the vision we expect. Tips for dealing with unfinished plans: a. Make an orange plan. The orange plan is a backup plan, in case the main plan is difficult to implement. b. The method of seeing value (assessing that pseudo is a destiny that will definitely bring goodness. And do what must be done at that moment is also the best). c. Become a journalist (know a lot but little) or a scientist (know little but deep). 6. Be grateful for the results a. satisfactory, by: 1) Doing hysterical things to describe satisfaction and happiness 2) Debauchery and alms. 3) Give thanks Alhamdulillah. b. If it fails: 1) Self-evaluation. 2) Is the process correct? 3) Be patient. 4) Improve by learning a lot. 5) Do it again 7. Istiqamah (strong stance), a. Istiqamah indicator: 1) Firm or strong stance. 2) Try to be patient. 3) Tenacious work. b. The principle of istiqamah: 1) Initial intention. 2) Seeking the pleasure of Allah alone. c. The temptation of istiqamah is boredom and how to deal with boredom: 1) Doing refreshing. 2) Don't push yourself (pause). 3) Do variations. 4) Don't be alone, socialize!!! d. How to judge someone's sincerity: 1) Perseverance (practice constantly). 2) Knowledge and financial capital. 3) Good time management. e. Fruits of steadfastness: QS. Al-Fushilat: 30 Allah promised eternal heaven. f. The enemy of istiqamah is your own lust

METHODS

RESULT AND DISCUSSION

CONCLUSION

From some of the explanations that have been reviewed, some conclusions can be drawn, including the following: 1. Education management is a planned effort in managing all educational resources by several people in one education system to achieve educational goals, either macro or micro. Management of education is important in the management of educational institutions. 2. In the management of education there are four functions, which

include planning, organizing, directing, supervising, and developing. 3. Issues in education management in general there are four main problems in education in Indonesia, namely the quality of education, expansion and distribution of quality education services, relevance, effectiveness and efficiency. 4. According to Permendiknas no.19 of 2007 there are six things that must be considered in the management of education carried out in primary and secondary education units. The six things are: Program Planning, Program Implementation, Program Monitoring and Evaluation, School Leadership, Management Information Systems, and Special Assessments. The agency that has the right to assess and monitor this management standard is the National Education Standardization Agency (BSNP). The implementation of this Permendiknas certainly requires effective supervision and guidance from various parties. So that the ideals of standardizing education management in Indonesia can be achieved. Currently the expected standardization is just a hope, in fact not all institutions can implement this regulation properly and correctly. Therefore, it needs supervision and guidance from various parties. The solution to this even distribution of standardization can be through intense guidance from the government and also those who care about the progress of Indonesian education. The participation of experts in the field of education administration and management can be one solution that can be taken for the advancement of education management, because basically education administration/management science studies education management both macro and micro.

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HALAMAN INI SENGAJA DIKOSONGKAN