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Research Article

Analysis of the Influence of Organizational Management and Student Leadership in Increasing the Independence of Islamic Boarding Schools

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Keywords:	Abstract
Management of Islamic Boarding Schools, Leadership of Students, Independence of Islamic Boarding,Schools.	The Organizational Management and Leadership Workshop for Students to Improve the Independence of Islamic Boarding Schools aims to improve the managerial and leadership skills of students in managing Islamic boarding schools. Through various methods such as simulations, group discussions, and role plays, workshop participants gain a deeper understanding of financial management, activity planning, and efficient and effective decision-making. In addition, participants are also trained in communication, team collaboration, and the preparation of action plans to improve the independence of Islamic boarding schools, especially in terms of economy. This activity also emphasizes the importance of the active role of students in every decision-making process and management of Islamic boarding schools. Although challenges in implementing the material still exist, especially related to changes in the organizational culture of more traditional Islamic boarding schools, this workshop provides a strong foundation for the development of more independent Islamic boarding schools. To ensure sustainability, continued mentoring and collaboration with external parties such as the business world and government are needed. Overall, this workshop helps create skilled Islamic boarding school leaders, not only in the fields of religion and education, but also in professional management and leadership.

Introduction

In the context of developing Islamic boarding schools in Indonesia, it is important to pay attention to two main aspects that support the sustainability and progress of the institution, namely efficient organizational management and visionary leadership. Good organizational management is the foundation for maximizing the use of human and material resources. Meanwhile, good leadership not only plays a role in maintaining the direction and goals of the Islamic boarding school, but also in forming independent students who are ready to face the challenges of life. Leadership in Islamic boarding schools is closely related to how a leader of an Islamic boarding school or kiai can provide examples and guide students. This leadership is not only in the

form of instructions or orders, but also in the form of examples, which are able to shape the character of students into individuals who are responsible, independent, and ready to serve the community. In this case, effective leadership in Islamic boarding schools greatly affects the quality of education and the independence of students.

Leadership in Islamic boarding schools is closely related to how a leader of an Islamic boarding school or kiai can provide examples and guide students. This leadership is not only in the form of instructions or orders, but also in the form of examples, which are able to shape the character of students into individuals who are responsible, independent, and ready to serve the community. In this case, effective leadership in Islamic boarding schools greatly affects the quality of education and independence of students. The Student Organizational Management and Leadership Workshop aims to provide practical skills in managing Islamic boarding school organizations and strengthen leadership capacity among students. By increasing understanding of the basic principles of management and leadership, it is hoped that students can be more independent and active in managing Islamic boarding school activities and taking initiatives in socio-religious activities.

The independence of Islamic boarding schools is very important so that Islamic boarding schools can operate independently without relying on external funds in the long term. This independence is not only in terms of finance, but also in terms of activity management and human resources. One way to achieve this independence is to equip students with the managerial and leadership skills needed to manage various aspects of Islamic boarding school life. One of the main challenges faced by Islamic boarding schools is the lack of managerial skills among Islamic boarding school administrators and students. Most Islamic boarding schools rely on traditional structures that are not always effective in managing changes in the times. Thus, it is important for Islamic boarding schools to adopt modern management principles that can improve the efficiency and effectiveness of management.

The managerial skills of students are very crucial because they are part of the system in the Islamic boarding school. Students need to be taught basic skills such as planning, organizing, monitoring, and evaluating. Through workshop activities, it is hoped that students can develop these skills, so that they can contribute more actively in the management of the Islamic boarding school. Students are not only individuals who study at Islamic boarding schools, but can also be agents of change in society. With good leadership, they can inspire fellow students to be more productive and independent. The workshop program aims to develop the leadership potential of students through various simulations, practical exercises, and discussions that are relevant to the conditions of the Islamic boarding school.

Good education not only teaches knowledge, but also equips students with life skills, including the ability to be independent. Islamic boarding schools have an important role in forming independent students, who do not only depend on outsiders, but are able to create solutions to problems faced. This independence will also affect the sustainability of Islamic boarding schools in the long term. Good leadership can influence the organizational culture of Islamic boarding schools, create an environment that supports self-development, and build a spirit of independence. Inspirational Islamic boarding school leaders will motivate students to develop themselves, so that Islamic boarding schools can grow and develop according to the needs of the times.

Students are often seen as future leaders in society. Therefore, leadership skills are very important for them to have. Leadership is not only about making decisions, but also about how to motivate, guide, and direct others in achieving common goals. The Student Organizational Management and Leadership Workshop is expected to provide new insights for students in terms of managing Islamic boarding school organizations. In addition, this workshop activity is also a means to train applicable leadership skills that are in accordance with the context of Islamic boarding schools.

With the acquired managerial skills, it is hoped that the managers of Islamic boarding schools and students can be more effective in designing and implementing educational, social, and religious programs. This will certainly have an impact on improving the quality of education and overall management of Islamic boarding schools. One important aspect in Islamic boarding school management is financial management. This workshop aims to provide students with basic knowledge about financial management, including how to

manage budgets and use funds efficiently. Well-managed finances will support the independence of Islamic boarding schools.

The application of modern management concepts in the life of Islamic boarding schools can help Islamic boarding schools to be more structured and efficient. Students who are trained in management will be more adaptable to changes and challenges, and will be able to carry out their roles better. One of the objectives of this workshop is to improve the effectiveness of educational programs in Islamic boarding schools. With good management, every program that is implemented can run more smoothly and achieve the desired goals. Students who are involved in program management will also feel more responsible for the success of the program.

Leadership is not only about the ability to manage others, but also about how to form a strong personal character. This workshop activity aims to help students develop good leadership character, which includes integrity, exemplary behavior, and responsibility. Islamic boarding schools can no longer rely on traditional methods in facing the challenges of the times. Social, technological, and economic changes require a more modern managerial approach. This workshop activity is expected to provide a new perspective on how Islamic boarding schools can develop in facing these changes.

One way to increase the independence of Islamic boarding schools is to encourage innovation in management. This workshop aims to open the students' insight into the importance of creativity and innovation in managing Islamic boarding school activities, as well as how to apply new ideas that can improve the existing system. In every organization, including Islamic boarding schools, there will definitely be conflicts between individuals or groups. One of the topics that will be discussed in this workshop is how to manage conflict in a constructive way, so that Islamic boarding schools can continue to function well even though there are differences of opinion.

Collaborative activities between students in managing Islamic boarding school activities are very important to achieve common goals. This workshop will teach the importance of teamwork, effective communication, and how to overcome obstacles that may arise in the collaboration process. The quality of services provided to students, such as teaching, facilities, and guidance, greatly determines the success of Islamic boarding schools. This workshop aims to improve the ability of students to manage these aspects, so that Islamic boarding schools can provide better services to students.

As part of self-development, students also need to be trained to care more about their social environment. This workshop will discuss how students can be involved in social activities and have a positive impact on the surrounding community. Independent Islamic boarding schools also need to have a strong external network, both with other institutions, social organizations, and the government. This workshop will provide insight into the importance of building partnerships and collaborations with external parties to support the progress of Islamic boarding schools.

One of the characteristics of a good Islamic boarding school is involving students in the decision-making process. This workshop aims to increase students' awareness of the importance of their role in the process and how they can make a positive contribution to decision-making in Islamic boarding schools. In an increasingly globally connected world, Islamic boarding schools need to understand their position in a global context. This workshop will also discuss how Islamic boarding schools can take advantage of global opportunities, as well as how to maintain local identity and values in the face of external influences.

One important aspect in management is evaluation. This workshop will also discuss the importance of periodic evaluation in the management of Islamic boarding schools, so that each program and activity can be evaluated and improved sustainably. Independent Islamic boarding schools do not only depend on funds from students or donors, but are also able to develop economic enterprises that can support the operations of the Islamic boarding school. This workshop will discuss how Islamic boarding schools can manage sustainable economic enterprises.

This workshop activity aims to help students in forming independent characters through applicable leadership and management exercises. This independence is very important for the future of students, both in Islamic

boarding schools and in their lives in society. The Organizational Management and Leadership Workshop for Students to Increase Islamic Boarding School Independence is a strategic step to create students who are not only intellectually intelligent but also resilient in managing and leading organizations. With this skill improvement, it is hoped that Islamic boarding schools can be more independent, professional, and ready to face the challenges of the times.

Method

The Organizational Management and Leadership of Santri workshop aims to improve the independence of Islamic boarding schools through the provision of practical skills in the fields of management and leadership. The implementation method of this workshop will include various interactive and applicable approaches, so that participants can directly apply the material provided in the context of their respective Islamic boarding schools. One of the main methods used in this workshop is active learning. Participants will be involved in various activities that require them to think critically, discuss, and collaborate. With this approach, the students not only receive information, but also actively participate in the learning process that makes them understand managerial and leadership concepts more directly.

As part of the managerial learning, participants will participate in various simulations of managing an Islamic boarding school organization. These simulations will cover real situations that are often faced by Islamic boarding schools, such as budget management, task division, activity scheduling, and human resource management. Through simulations, participants are expected to be able to see the impact of the decisions they make in the context of the organization. To train leadership skills, participants will be given the opportunity to participate in role play sessions. In this session, the students will play various leadership positions in the Islamic boarding school and face various challenges that are usually faced by a leader of an Islamic boarding school. This role play aims to train participants in making the right decisions, communicating effectively, and motivating their teams.

Although discussion-based and practical learning activities are essential, interactive lectures will also be used as a method to convey basic theories of management and leadership. In these lectures, the presenter will explain important concepts, such as resource management, transformational leadership, and strategies to increase the independence of Islamic boarding schools. The presenter will try to involve participants through questions and answers so that the material is easier to understand. Group discussions will be the main method to hone the analytical and problem-solving skills of participants. In these discussions, participants will be divided into several small groups to discuss topics related to Islamic boarding school management and leadership. Each group will be asked to develop a plan or solution to a problem faced by the Islamic boarding school. The results of the discussion will then be presented to get input and feedback from other participants.

Using a case study of a pesantren as a learning method allows participants to understand the application of theory in a more real context. This case study will focus on the management of a pesantren in terms of organization, finance, and leadership. Participants will be asked to analyze specific cases that occur in the pesantren and provide solutions based on the knowledge they gain during the workshop. During the workshop, participants will also receive mentoring and assistance sessions from experienced speakers or practitioners in the fields of management and leadership. This mentoring aims to provide more in-depth guidance to students on how to apply the concepts they have learned in everyday life at the pesantren. Mentoring will be carried out individually or in small groups to provide more focused attention.

One of the topics to be discussed is the management of Islamic boarding school finances. The methods used in this session are simulations and case studies related to the management of Islamic boarding school budgets. Participants will be asked to prepare a budget plan for various Islamic boarding school activities and learn to allocate funds according to existing priorities. This aims to equip students with basic skills in managing Islamic boarding school finances. Decision making is an important skill that every Islamic boarding school leader must have. In this workshop, participants will be trained to make the right and quick decisions in dealing with problems in Islamic boarding schools. The method used is through simulations of situations that require urgent decision making, so that participants can learn how to consider various factors before making decisions.

Each participant in the workshop will be asked to prepare an action plan that focuses on the management and development of their pesantren. This action plan includes strategies to increase the independence of the pesantren through aspects of organizational management and leadership. Participants will be encouraged to use the results of their learning during the workshop in designing concrete steps to be implemented in their respective pesantren. Self-evaluation and reflection are methods used to help participants assess the extent to which they have understood and mastered the workshop material. Each participant will be asked to evaluate what they have learned, how they can apply it, and what challenges they might face after returning to the pesantren. This reflection session is expected to provide a deeper understanding of the learning that has been received.

Feedback is very important in the learning process. In each activity session, be it discussion, simulation, or role play, participants will receive feedback from the presenters and other participants. This feedback will provide a new perspective on participant performance, as well as provide direction on areas that need to be improved. This feedback process is very useful for participant self-development. As part of a more holistic approach, this workshop activity also involves external stakeholders, such as alumni of Islamic boarding schools, Islamic boarding school managers, and other social organization partners. Through this collaboration session, participants are expected to understand the importance of external networks in supporting the sustainability and independence of Islamic boarding schools.

One of the expected outcomes of this workshop is the formation of a learning community between students that will continue to grow even after the workshop is over. Participants will be encouraged to continue communicating and sharing experiences and challenges faced in implementing workshop materials in their respective Islamic boarding schools. This community is expected to be a forum for mutual support in managing Islamic boarding schools. The learning by doing method is applied to ensure that students not only get theory, but also have direct experience in managing organizations and leadership in Islamic boarding schools. In this case, participants will be directly involved in the planning and implementation of activities in Islamic boarding schools, such as managing religious, educational, and social activities.

In order for the impact of this workshop to be felt in the long term, the implementation method will involve ongoing sessions. This workshop activity is not only held once, but will be continued with follow-up sessions that discuss further skill development. With this ongoing session, students can continue to develop the skills they have learned and adapt to the times. Technology will also be used in the implementation method of this workshop activity to expand access to learning. Through a digital platform, participants can access materials, learning videos, and online discussions to explore certain topics. Technology will also be used to connect participants who are in different locations, so that they can still participate in the workshop activities even though they cannot be physically present.

At the end of the workshop, each participant will be asked to prepare a final report that includes an evaluation of the material that has been studied, the results of simulations and role plays, and an action plan that will be implemented in the Islamic boarding school. This report will be used as material for further reflection and provide an opportunity for participants to plan concrete steps in implementing learning. After the entire series of workshop activities are completed, the event will be closed with a certificate presentation session for participants who have completed the program well. This certificate will be a formal recognition of the skills they have acquired and can be capital to improve their role in managing Islamic boarding schools in the future.

Results And Discussion

Result

The Santri Organizational Management and Leadership Workshop aims to improve the independence of Islamic boarding schools through the provision of practical skills in the fields of management and leadership. The implementation method of this workshop will include various interactive and applicable approaches, so that participants can directly apply the material provided in the context of their respective Islamic boarding schools. One of the main methods used in this workshop is active learning. Participants will be involved in various activities that require them to think critically, discuss, and collaborate. With this approach, the students

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Conclusion

The Santri Organizational Management and Leadership Workshop to Improve Pesantren Independence has achieved its main objective by successfully improving the participants' managerial and leadership skills, which in turn has an impact on the pesantren independence. Based on the evaluation results, the participants showed significant improvements in their ability to plan, manage budgets, and make decisions that support the long-term goals of their pesantren. In addition, communication and cooperation skills among students and between students and pesantren managers also experienced positive developments, which are important capital in creating a more collaborative environment in pesantren.

In terms of leadership, workshop participants successfully developed skills in managing teams and motivating members to work together to achieve common goals. Role play, simulation, and group discussion methods proved effective in providing direct experience of leadership dynamics relevant to managing Islamic boarding schools. In addition, the topic of Islamic boarding school economic independence was the main focus, where participants were introduced to various strategies to increase Islamic boarding school income and reduce dependence on external assistance. Through a practical and experience-based approach, participants successfully formulated an action plan that was applicable and could be implemented directly in their Islamic boarding schools.

However, the implementation of the workshop materials still faces several challenges, especially related to changes in organizational culture in Islamic boarding schools that already have traditional management patterns. Therefore, further assistance is needed to ensure that the results of the workshop can be implemented optimally in the field. Collaboration between Islamic boarding schools and external parties, such as social institutions, the business world, and the government, is also very important in strengthening support for efforts to increase the independence of Islamic boarding schools. Overall, this workshop made a positive contribution to the development of more independent and professional Islamic boarding schools.

Thus, this workshop is an important step in creating a generation of Islamic boarding school leaders who are not only skilled in spiritual and scientific matters, but also have adequate managerial and leadership skills to face the challenges of globalization and progress.

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