Management of Tilawatil Qur'an Development Institutions in Jambi Province in Development Qori and Qori'ah

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Abstract:
This study aims to examine the management of the Tilawatil Qur'an Development Institute in developing tilawatil Qur'an in Jambi Province. The question in this study is why the management of the Tilawatil Qur'an Development Institute in developing tilawatil Qur'an in Jambi Province is not optimal. The results of this study indicate that the management of the LPTQ in fostering Qur'an recitation in Jambi Province has not been optimal where LPTQ has: made Al-Quran recitation programs, even though it is well administered, placing the supervisor in fostering Al-Quran recitation activities in accordance with the abilities and availability of the supervisor. available facilities, infrastructure and costs for these activities with limited LPTQ capabilities, allocating costs for Al-Quran recitation activities, and completing Al-Quran recitation facilities, organizing various Al-Quran recitation activities, leading all Al-Quran recitation activities there, and participate in these activities. The conclusion of this research is that the management of LPTQ in fostering Qur'anic tilawatil in Jambi Province is not yet optimal because there is no commitment to change management for Qurani generation in Jambi Province.

Keywords: LPTQ Management, Qori, Qori'ah

1. Introduction
Human resource management or HRM is a processing activity human resources through job analysis planning activities, workforce planning employment, recruitment and selection, training and development, career planning, assessment work performance to the provision of transparent compensation. To carry the demands of the present task and especially to answer future challenges, Human resource development is an absolute obligation for the company. Experience has shown that by organizing an introduction program, even though it is very comprehensive, it does not guarantee that employees immediately can carry out the task satisfactorily. This means that employees, especially the new employee still needs training in various aspects of their entrusted to them. Employees or employees who have been proficient are sure requires an increase in knowledge, skills and abilities because there are always better ways to increase work productivity. If an employee placed on work assignments in a new environment, it is not impossible that there are bad or bad work habits that need to be improved. In a company, human resources is a very important factor, this is because a company certainly has a vision and mission to achieve common goals, but to achieve the goals that have been set requires good management and right.

The Qur'an Tilawatil Development Institute is an institution under the auspices of the Ministry of Religion which is engaged in the religious field, to create a Qur'anic Indonesian society so that it can be in tune with the pace of national development and the development of an increasingly rapid society (Anonim, 1992: 25). The Qur'an Tilawatil Development Institute (LPTQ) is a non-formal educational institution. Non-formal education providers include play groups (KB); Child Care Park (TPA); Special institutions; Studio; Training institutes; Study groups; Learning centers; Taklim assembly; and the ‘AMAL-MAS’ Skills and Training Institute. The Qur'an Tilawatil Development Institute (LPTQ) is a special institution (Mawardi, 2016: 3)

Management is a social process that is planned to ensure, participation and involvement of a number of people in achieving certain goals and objectives that have been set effectively. Management contains elements of guidance, direction.
and management of a group of people towards the achievement of general goals. You find in then all organization. They work with a wide variety of job titles team leader, department head, project manager, dean, president, administrator, and more. They always work directly with other persons who rely on them for technical support and assistance in their own jobs. The process of management involves planning, organizing, leading, and controlling the use of resources to accomplish performance goals. (John R. Schermerhorn, 2010:17)

2. Research Method

This study uses a qualitative descriptive analytical approach. Data was collected by using observation, interview and documentation techniques. Determination of research subjects using purposive sampling technique, where the sample includes; LPTQ leadership as a policy maker in managing the organization of guidance for Qori and Qoriah as members of LPTQ and members of the Jambi province LPTQ and district LPTQ as zones in this study. Data analysis techniques with data reduction, data presentation and drawing conclusions and verification. Trustworthiness with participation extension techniques, observation accuracy

3. Finding and Discussion

3.1. Human Resource Development Management at Lptq in Jambi Province

Based on data in the field by observation and observation, which explains that the evaluation carried out by the institution has not been maximized together with related parties as a form of responsibility and carrying out superior functions in the context of achieving LPTQ goals towards effective management. This part of the evaluation must be carried out by the LPTQ in order to be able to see the results of the LPTQ Management carried out by the management as a form of problem solving and correct solutions regarding productive LPTQ management.

In improving recitation training activities and developing human resources, the field findings based on the author’s observations found that the supervision of the members of this institution was carried out by the government on the LPTQ institution. Another supervision provided by LPTQ is with attention to the potential of members to be developed optimally in fostering members. Supervision of the qori/qori'ah, by paying attention to the development of the implementation of increasing the Al-Quran recitation training activities.

Field findings based on observations and interviews of the authors found that the supervision of qori and qoriah development, supervision carried out by the LPTQ Management was to occasionally look at training/coaching activities. Another supervision provided by LPTQ is with attention to the potential of qori/qori'ah who do not comply with qori/qori'ah discipline. The administrators are tasked with providing supervision to their respective qori/qori'ah, by paying attention to the development of the implementation of LPTQ management towards qori/qori'ah development.

The principle that is used as a guide in this process is that the manager or a leader's main task is how to get the maximum benefit from who and whatever is available and entrusted to them. Interview with one of the LPTQ administrators who said that 'The role of the chairman of the Jambi Province LPTQ in the context of LPTQ is not only to have a structural task of giving responsibility to his staff in developing LPTQ, but functionally he has also participated in the evaluation of the guidance of Al-Quran recitations. To support the evaluation of the Jambi Province LPTQ, the LPTQ supervises the performance of the qori and qoriah coaches.

A review of the preparation of recitation coaching which is seen in its implementation has not been effective and optimal so that it has an impact on these values in the components that exist within the LPTQ institution. In essence, the implementation of LPTQ management is declared successful if it is able to raise the degree of quality of the process and product of Al-Quran recitations. In the management of LPTQ culture that contributes to the quality of Qori and Qoriah, data collection on LPTQ culture as an asset to promote recitations needs serious attention. This means that by taking into account the existing LPTQ culture, LPTQ managers have paved the way towards an effective organization in achieving the set organizational vision. This implementation is also faced with the problem of weak information system arrangements to complement the LPTQ Organization in increasing the cooperation of coaches and qori / Qoriah in preparation for coaching recitations. Evaluation of preparation for recitation of qori/qori'ah recitations is still not effective, because the evaluation system for all components in planning and implementation is not yet appropriate, so there is still no change in the system for preparation of recitation coaching.

3.2. The Concept of Human Resource Development in LPTQ Jambi Province

Based on the results of observations, interviews and the theory put forward (Sondang P Siagian, 1994), there are 6 perspectives or approaches in carrying out the relevance and importance of HRM in the Jambi Province LPTQ is as follows:

- Political Point of View. This perspective is based on the belief that human resources are the most important asset owned by a company/organizations, from the macro and even international levels to the micro. HR that is educated, skilled, capable, disciplined, diligent, creative, willing to work hard, loving to the ideals and goals of the organization, will be very influential positively to the success and progress of the organization.
- Economic Point of View. This point of view departs from the view that human resources are homo economicus, beings who activities / activities economically, producing, and also as a centerall success.
- Punishment Point of View. This perspective has the notion that the source of human resources must be balanced between their obligations and rights in achieving organizational goals. If the treatment of obligations and rights is not balanced, problems will arise including strikes and others etc.
The problem with the Jambi Province LPTQ management in fostering Qori and Qori'ah is that the administrators who sit in formality, coaching is only carried out shortly before the departure of the National MTQ or STQ. The Control Evaluation system has not gone well, Qori/Qori'ah coaching is not scheduled programmatically, coaching is only a Qori/Qori'ah Guidance process, the weakness of the Planning, Organizational Arrangement, Administration System and the Jambi Province LPTQ Management in Guiding Qori and Qori'ah has not shown maximum results in the organization and the output of the work program implemented. This is due to several things, including organizational and International levels. based on the experience of the researcher's evaluation of the results of this coaching in the last two years, it has not brought satisfactory results. Because the way things were done last year hasn't changed much with the current year. Thus the results are also not so far from last year. Even recently, precisely in November 2020, the Jambi Province LPTQ at the National MTQ in West Sumatra was in 17th position, it seems that the achievements of Jambi Province have decreased compared to previous years, with this experience the Jambi Province LPTQ must improve itself to be better intensive again in fostering and training Qori/Qoriah.

The Jambi Province LPTQ management in Guiding Qori and Qori'ah has not shown maximum results in the Qori/Qori'ah Guidance process, the weakness of the Planning, Organizational Arrangement, Administration System and Control Evaluation system has not gone well, Qori/Qori'ah coaching is not scheduled programmatically, coaching is only a formality, coaching is only carried out shortly before the departure of the National MTQ or STQ. The problem with the Jambi Province LPTQ management in fostering Qori and Qori'ah is that the administrators who sit in LPTQ are mostly Officials at the Jambi Provincial Institutional Service with the status of Civil Servants (PNS) who are more involved in official services in the bureaucracy, so that attention to LPTQ is not felt optimally, especially in realizing the goal in this organization it is necessary the existence of an administration within the organization. The obstacles in the field of education and training (training) is that the implementation of education and training is carried out in a very short time, very limited trainers, ultimately unable to classify the abilities of participants in each branch/group, so that the experience, knowledge and abilities of participants. Therefore groups and children are not able to keep up with the knowledge, experience and abilities of adults.

The efforts of the Jambi Province LPTQ in improving the management of the Jambi Province LPTQ in Fostering Qori and Qori'ah are to seek regular coaching, create a coaching program with a pattern of short-term, medium-term and long-term coaching, Inventory of Qori/Qoriah participants and seek to bring in coaches and Trainers from the Center with National and International levels. based on the experience of the researcher's evaluation of the results of this coaching in the last two years, it has not brought satisfactory results. Because the way things were done last year hasn't changed much with the current year. Thus the results are also not so far from last year. Even recently, precisely in November 2020, the Jambi Province LPTQ at the National MTQ in West Sumatra was in 17th position, it seems that the achievements of Jambi Province have decreased compared to previous years, with this experience the Jambi Province LPTQ must improve itself to be better intensive again in fostering and training Qori/Qoriah.

LPTQ as one of the institutions for fostering Al-Quran recitations must also answer the demands and needs of the community to be able to organize education autonomously. To carry out education comprehensively, human resources such as Al-Quran recitation coaches are educational capital and assets if they can be empowered optimally. On the other hand, it becomes a ‘burden’ of education if its empowerment is not accompanied by adequate quality recitation of recitations. Experience shows that regions or countries that have quality recitation coaches will be able to compete with other regions or countries.

In general, the application of the concept of LPTQ culture is actually not much different from the application of the concept of organizational culture. Even if there is a difference, it may only lie in the type of dominant value it develops and
the characteristics of its supporters. The values developed at LPTQ, of course, cannot be separated from the existence of LPTQ itself as an educational organization that has a role and function to try to develop, preserve, and pass on cultural values to its qori/qri'ah.

The Qur'an Tilawatil Development Institute (LPTQ), an organization that fosters Islamic religious education, especially the Al-Quran, has a national goal of realizing the appreciation and practice of the Qur'an in the community. To realize these national goals, the steps that must be taken are as follows:

First, education and training in order to improve the quality of qori/qori'ah for all branches and groups of musabaqah, it is necessary to make new breakthroughs such as implementing integrated training management that can touch all aspects of activities; implementation time is quite long and routine, as well as continuous to the desired target; exercises are used to solve problems for each participant as well as to improve quality; the objectives of education and training must be clearly programmed; create a personal learning agenda, as well as a group that builds on past insights, experiences and lessons; provide skills and understanding to participants that enable proficiency, as well as have mental skills with a number of practical and active learning methods, in addition to the experience that participants already have.

Second, in the implementation of education and training, it is very necessary to involve a set of learning methods such as: lecture methods, demonstrations, question and answer, assignments, experiments, simulations, or traditional methods that are deemed suitable and support learning methods that are relevant to the situation and conditions of the training. In implementing work programs, especially in the field of education and training, LPTQ management really needs to evaluate to find out that education and training programs are very useful and carried out smoothly without obstacles, so that the goal is achieved; that the education and training program is very useful, but its implementation is not smooth, so that the achievement of goals is not high; that the education and training program needs to be modified, because based on the data and experience the results have been unsatisfactory, in this case the objectives and tools need to be changed; and that the education and training program cannot be continued or in other words replaced, because it is based on the existing data that it is less useful and faces obstacles in its implementation. So it needs to be replaced with training methods that are relevant and suitable for musabaqah participants.

Third, the LPTQ Management in carrying out their duties in their respective fields is obliged to carry out and maintain continuous coordination, integration and synchronization relationships within their respective environments within an organization as well as with agencies/agencies, government institutions in Jambi Province. Furthermore, the existence of management that is more involved in activities and bureaucracy, needs to be aware of the importance of the management's task to increase understanding and appreciation of the contents of the Al-Quran in personal, family, community life, especially the development of the younger generation which is expected to reflect human beings who are faithful and pious at the same time. have high morality and integrity, both as servants of God and as citizens of the community.

The implementation of education and training is always a global presentation of material for all groups in the Qur'an recitation and hifzil branches must be carried out in detail and separately for each group, such as: tartil, separated from the children. The adolescent group is separated from the adult group, and the adult group is separated from the blind group. This is done so that the material presented to each group is more focused and focused. Considering that each group in the recitation branch has similarities, but there are more differences in terms of age, experience, knowledge and physical and mental abilities in the implementation of training and musabaqah.

Furthermore, the placement of training participants in order to improve quality, the location of the training participants is directed to one place. So in terms of this placement need to pay attention to these three conditions in order to focus more attention on learning more focused on one learning material.

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