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Systematic Education Management And Conceptual Framework In Improving The Quality Of Education: Literature Review

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Abstract

Education management is a good benchmark in the field of education, whether the quality of education really depends on management, many problems arise in the field of education because the goals and policies taken by education managers are inappropriate. To be able to solve these various problems, it is necessary to carry out research in this direction so that education is of good quality and has great meaning for the lives of Indonesian people. The purpose of writing this article is to find out the systematic education management and conceptual framework in improving the quality of education. This research is qualitative research in the nature of a library study which uses books, scientific articles and other literature as the main object. The result of this literature review is that quality management occurs because in a product, of course you want quality in the product so that customers are more attracted to buying it. In maintaining the quality of the product, of course there are steps to maintain the quality. This step or method is through management in the educational environment which is called quality management, because in quality management there is planning, supervision and orders to improve the quality. Based on this basis, to improve the quality of education it is necessary to have quality management in it.

Keyword: *Education Management, Education Quality, Literature Review*

INTRODUCTION

The world of education today can be influenced by the rapid development of the times. Increasing the implementation of education, both non-formal (community) education, formal (school) and informal (school) education, is very necessary (Haerullah, 2020). In particular, formal education plays an important role in acquiring a person's academic abilities, so efforts need to be made to increase the quantity and quality of education.

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Education as an integral part of people's lives in the era of globalization must be able to provide and encourage growth and development of skills through intellectual, social and personal means (Permana & Sudrajat, 2022). Education must develop various competencies of students. Intellectual, social and personal skills are built not only on the basis of reason and logic, but also inspiration, creativity, moral intuition (emotions) and spirituality (Oktira, 2022);(Darvita, 2022). Mutia, (2021) explains school as an educational intuition and a miniature society that needs to develop learning according to the demands of the global era. One effort that can be developed by schools is active, innovative, creative and fun learning (PAIKEM).

The quality of education in Indonesia is currently very worrying. This is proven by the fact that the human development index in Indonesia is decreasing (Sujarwo, 2014). According to Sukron, (2021), The main problem of education is the quality of education, especially relating to the availability of educators and education personnel who are not yet capable both in terms of quantity and quality, as well as their welfare, learning facilities and infrastructure that are not yet available, if available they are not utilized optimally, education funding that is not yet able to support quality. learning, and ineffective and inefficient learning processes.

The causes of the low quality of education in Indonesia include factors such as teaching staff, infrastructure, environment and others (Kurniawati, 2022). The reality in the field shows that there is a tendency for students to be less active in the teaching process, because students tend to learn by memorizing the techniques explained by the teacher and recorded in books. Student activities related to the learning process are less than optimal because the learning resources used are insufficient. The learning resources used are generally limited to teachers and manuals used and do not involve real learning resources in the field. Teachers tend to use a lecture and question and answer approach, so that the use of learning media is unsatisfactory and does not match the material presented so it does not stimulate students' learning activities optimally.

Teachers have the main role to prepare and create learning situations that are conducive to achieving the formation of student competencies. One thing that influences learning achievement is learning strategies. Learning strategies are a series and totality of teacher strategic actions in realizing actual learning activities that are effective and efficient, to achieve learning goals (Azharin, 2021). Learning strategies are related to the ways the teacher chooses to deliver learning material. These methods involve the nature of the scope and sequence of activities that can provide learning experiences for students (Rahman, 2018). Teachers must be able to choose and use learning strategies that are appropriate to

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the objectives, situation and conditions as well as the material to be delivered, this aims to achieve educational success. This success is influenced by the teaching and learning process implemented. Poor learning strategies will also affect student learning achievement which is not good (Abidin, 2019). It is easier for students to understand biological concepts if they actively seek information, develop their knowledge and actively ask questions about things they don't know. It is hoped that the selection of learning strategies used in the learning process will make it easier for students to learn biological concepts. A learning strategy is a learning activity that teachers and students must carry out so that learning objectives can be achieved effectively and efficiently.

RESEARCH METHOD

The paper employed qualitative research in the nature of a literature study using books and other things as the main object (Sutrisno, 2000). The type of research used is qualitative, namely research that produces information in the form of notes and descriptive data contained in the text under study(Fathoni, 2006).

With qualitative research, it is necessary to carry out descriptive analysis. The descriptive analysis method provides a clear, objective, systematic, analytical and critical picture of educational management and a conceptual framework aimed at improving the quality of education. The qualitative approach is based on the first step taken, namely collecting the necessary data, then realization and description.

Technique of Data Colllection

In literature review method, the data has been selected, researched, presented and analyzed. The data source for this research seeks library materials whose substance requires theoretical philosophical treatment. Literature studies here are literature studies without accompanying empirical tests (Muhadjir, 1998). The data presented is data that requires concise and systematic processing. Data collection carried out in this research was by collecting books and scientific articles.

RESULT AND DISCUSSION

Education Management

In English, Human Resource Management (HR) is called "Human Resource Management" which is shortened to HRM (Fitriani, 2018). Humans are part of the resources needed by a company/organization. However, in its implementation, many management policies still do not pay attention to the important role of human resources (HR) (Novitari,

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2023). Generally, human resource management is a very important part of the educational process. Therefore, the function of human resource management can be carried out optimally in order to achieve goals relating to individuals, organizations/institutions, organizations or institutions. Apart from that, through good human resource management procedures, it is hoped that the shortcomings and problems faced by the Indonesian people, especially in terms of competitiveness, can be resolved.

Education management is a good benchmark in the world of education, both the quality of education, very much depends on management. There are many problems that occur in the world of education because the goals and policies taken by managers in education are inaccurate (Pasaribu, 2017). In order to solve various problems, it is necessary to carry out research in this direction so that education has good quality and is significant for the lives of Indonesian people.

Education management requires good and quality human resources, therefore the implementation of education management in schools is managed directly by the school principal. Accroding to Nur, (2016), The principal is a functional teacher who leads the school where the teaching and learning process takes place and interactions between teachers who teach and students who receive lessons. Meanwhile, Article 12 paragraph 1 of Government Regulation Number 28 of 1990 concerning Basic Education states: "School principals are responsible for the implementation of educational activities, school management, development of other educational staff, as well as the use and maintenance of facilities. and infrastructure. The school principal's leadership must be influential in creating a conducive and harmonious working atmosphere and relationships between the human resources around him. Therefore, the abilities, professional knowledge, leadership skills possessed by school principals are very important in creating effective educational management to achieve educational goals.

Scope of HR Management

Human resource management is a field that specifically studies human relationships and roles in an organization. The element of human resource management is the humans who are the workforce in the organization (Ichsan, 2021). Thus, the focus of studying human resource management is only issues related to human labor. Humans always play an active and dominant role in every organizational activity, because humans are planners, actors and determinants of the realization of organizational goals. Goals cannot be realized without the active role of employees even though the tools at their disposal are so sophisticated. The sophisticated tools that are owned are of no benefit to the organization if the active role of employees is not included.

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Human resource management is part of management, therefore general management theories are the basis for regulating the role of humans in realizing optimal goals (Kurniawati, 2018). This arrangement includes matters of planning (human resources planning), organizing, directing, controlling, procurement, development, compensation, integration, maintenance, discipline and dismissal of workers to help realize the goals of the organization, employees and society.

Humans are the most important resource in achieving the goals of an organization. Where human resources are the only resources possessed by reason, feelings of desire, ability, skills, knowledge, encouragement and work, so that no matter how perfect the aspects of technological progress, development of information, availability of capital and adequate materials, without human resources, it will be difficult for the organization to achieve its goals.

In connection with human resource management, as is known, management itself is known as "the art of completing work through other people" or currently this definition is more emphasized on the meaning of managing, organizing, implementing and managing so that in a broader sense this management faced with the fact that what is being handled is human resources, not material or financial, which means that it requires a strategy with considerations that are aligned with the human values that are developed in carrying out an activity.

Education Quality Indicators

In order to measure quality education, Sewang (2015) revealed that there are several indicators of quality education, including:

1. The final result of an education which is the ultimate goal, which expects graduates to be able to meet society's demands when working or continuing their studies to a higher level.
2. Educational outcomes in the form of knowledge, attitudes and skills.
3. The educational process means, in other words, how all the things in a school environment can be used for the learning process to take place so that students can learn well.
4. Instrumental input, such as curriculum, teachers, evaluation, guidance and so on.
5. Raw input and environment.

School-based quality improvement management or commonly known as MPMBS is one of the quality improvement concepts implemented by a school. Based on MPMBS, improving the quality of a school is carried out by the school itself or in other words, it is

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carried out independently by the school, with planning and implementation processes that have been made previously in accordance with the existing needs of a school, so that it can achieve its goals (Puspita, 2022).

At every level of education, including basic education, quality improvement is based on three factors, including the following:

1. The adequacy of educational resources that support the educational process refers to the number and quality of teachers and other educators, textbooks for students and libraries, as well as the provision of learning facilities and infrastructure.
2. Implementation of learning that encourages students to learn more actively and effectively.
3. The quality of the educational process output, in terms of the skills and knowledge acquired by students.

Creating Excellent human resources

This education management program through digital transformation aims to create habits of high discipline and strong competitiveness (Sudarma, 2022). Another relevant aim of this program is to make students agents of change who can have a positive influence on the environment and society. The digital transformation program in the field of education management to create quality human resources in the 4.0 era is divided into three programs to accelerate the transformation of educational institutions: (1) digital transformation, (2) human resource transformation, and (3) cultural transformation. Accelerate changes in education management related to finances, students, infrastructure, educators and education personnel, as well as curriculum that can be addressed through digital solutions. The main focus of this program includes digital campuses, digital processes, digital facilities, digital services, and digital learning. This HR transformation is associated with an accelerated increase in overall HR capability (Yulianto, 2020). The main focus is to make vocational training and entrepreneurship part of the education curriculum. Cultural transformation is related to the acceleration of cultural sharpening in attitudes towards carrying out work with a positive mindset, discipline, accuracy, enthusiasm, toughness, and sharpening of de-radicalism so that you become a person who has a positive influence on the educational environment.

Five excellent programs to build superior Indonesian human resources according to the Secretary General of the Ministry of Research, Technology and Higher Education, Ainun Na'im, as cited in Meigawati, (2021), such as:

1. Information and communication technology (ICT) infrastructure.

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2. Changes in curriculum content.
3. Competency certification.
4. Industrial collaboration; And
5. Entrepreneurial spirit

It is in line with the opinion expressed by Julius, (2020), which states that there are four strategic steps towards developing superior Indonesian human resources which must be the main priority in developing the quality of human resources, including: (1) improving a good and quality education system; (2) strengthening the role of religion in the social life of society in order to strengthen national identity and personality (character building); (3) increasing human resource capacity through various education and training (training), competency, coaching; and (4) community guidance and development, especially the younger generation.

Education Management in Improving Education Quality

Conceptual framework regarding school management Education Management is the process or arrangement, management carried out by a person or manager in carrying out an educational or organizational process so that the organization can achieve a common goal (Asrita, 2022). By implementing management functions, namely plainning, organizing, actuating and controlling. The Basic Conceptual Framework for Educational Management, namely philosophy, is a view or perception of truth that is developed from practical thinking. Philosophy is used as a basis for making assumptions about the environment, the role of the organization, and from these assumptions' principles are born that are connected to a framework or outline for action. Education quality management is a management process to achieve optimal results. The application of the principles of education quality management is very suitable to be applied in schools to be able to improve the quality of education, especially in an organization that tries to uphold moral values by cultivating a culture of quality education which must be supported by personnel such as administrators, teachers, counselors, administration, quality and professional (Simanjuntak, 2022). The existence of satisfactory and complete educational institutions, infrastructure, media and learning resources, both quality and quantity, as well as reasonable costs, effective management and a fostering atmosphere, are important components of maximum productivity and output. Recently, the notion of quality has become a topic of conversation among many people because of its varied and dynamic nature in everyday conversations. It is often misunderstood as a concept with absolute parameters, such as a luxury restaurant, a luxury car, or a school with ISO certification. However, quality, in relation to other attributes, is synonymous with goodness, beauty, and honesty.

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Quality is also something that satisfies beyond the desires and needs of customers according to the perception as quality that only exists in the eye of the beholder. This is a very important thing because, there is one risk that we often ignore, namely the fact that customers are the ones who make decisions about quality. And they carry out this assessment by referring to the best quality that can survive the competition.

Quality management occurs because in a product, of course you want quality in your product so that customers will be more attracted to buying it. In maintaining the quality of the product, of course there are steps to maintain the quality. This step or method is through management in the educational environment which is called quality management, because in quality management there is planning, supervision and orders to improve the quality. Based on this basis, to improve the quality or quality of education it is necessary to have quality management in it.

Factors that Influence the Quality of Education

Enhancing the quality of education can be influenced by educational input factors and factors related to educational management. Educational input is everything that must be available and necessary for the process to take place. Educational contributions cover all existing school resources. According to Supurwoko, (2021), school components and resources consisting of humans, funds (money), facilities and infrastructure (material) and regulations (policy). From the definition above, educational input which is a factor influencing the quality of education can be:

The human resources of school administrators include: 1) School principals, namely teachers who carry additional responsibilities as school principals. 2) Teacher, namely a teacher is a professional educator whose main task is to educate, teach, guide, guide, train, assess and evaluate students. 3) Administrative staff.

1. Facilities and Infrastructure. Educational facilities and infrastructure are learning media or tools which essentially make communication and interaction between teachers and students more effective in the educational process.
2. Students' behavior as students is one of the elements that determines the success of the educational process. Student acceptance is based on clear and financially responsible criteria. One of the factors that has an impact on improving the quality and adequacy of education is an adequate education budget. Schools must have sufficient funds to provide education. Therefore, funds intended for school education must be managed transparently and efficiently.
3. Curriculum. One application or application of educational methods is the educational

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curriculum. This principle seeks to ensure a smooth learning process by measuring student achievement of goals and encouraging teachers to develop and continuously improve their learning strategies.

4. Organization. The administration of educational institutions is one of the factors that helps improve the quality and services of educational institutions. Organizing is the activity of organizing and grouping work into smaller parts so that they are easier to handle.
5. Physical environment. Learning and work must be supported by the environment. The environment influences the activities of both teachers and students, including learning activities.
6. Development of science Apart from teachers and other facilities related to the world of education, there are also external factors in the form of developments in science and technology. As a place to gain knowledge and convey knowledge to students, schools must follow the latest developments in science and technology according to their field of teaching.

Discussion

The low quality of education in Indonesia is actually a discussion that has been around for a long time. However, until now the problem of education quality has not been resolved. In fact, education is the main factor in the formation of the human person (Hidayah, 2022). It cannot be denied that individuals will prefer to study at educational institutions that have high quality standards. Therefore, it is very important for schools and educational institutions to provide excellent and quality services in order to remain competitive. In this way, it is hoped that the nation's next generation will be born who have the skills and qualities needed to bring positive change to society, the nation and the state. Education management continuously discusses the issue of improving the quality of education, because it is an important effort that must continue to be pursued to achieve relevant and quality education.

Based on aforementioned explanations, it can be deemed that the quality of education or schools can be improved if schools have:

1. Government support,
2. Effective school principal leadership,
3. Good teacher performance,
4. Relevant curriculum,
5. Qualified graduates,

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6. Effective organizational culture and climate,
7. Support from the community and parents of students. For greater clarity, each metric is explained below.

Quality Graduates

The main goal of education is to produce competent and skilled graduates. As stated in Article 2 of Law Number 20 of 2003, the foundation of national education is based on Pancasila and the 1945 Constitution of the Republic of Indonesia. Quality graduates are not only limited to cognitive abilities and competencies, but cover all aspects of development, including cognitive, psychomotor and affective domains. This is in line with the guidelines set out in PP 32 of 2013 which outlines national education standards. Specifically, Article 25 paragraph 4 emphasizes that graduate competency standards include attitudes, knowledge and skills.

CONCLUSION

It can be deemed that the success of educational management in improving the quality of education can be seen from the way the school and the parties who manage it. Schools and their aspects are components that really advance education, especially since the quality of education in Indonesia is low due to the lack of skills of educators. Therefore, a teacher has a big responsibility in a school. Schools have several elements that contribute to the quality of education in schools. These elements include staff, teachers, programs, facilities, infrastructure and learning processes. These elements must have good performance and develop according to the times and the surrounding environment. School effectiveness refers to the empowerment of all school components which makes the school an organizational place for learning. Every school must have a program structure that has been determined so that student learning can achieve the results that have been determined, namely having competence.

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