

## The Implementation of Vocational Education Programs in Pondok Pesantren Al Qur'an Gumawang Wiradesa Pekalongan

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### Abstract

This study aims to describe and analyze the planning, organizing, mobilization and supervision of vocational programs in PPAQ Gumawang. The research approach used is qualitative case study. The focus of research in this study is the implementation of a vocational education program aspects of planning, organizing, and monitoring of Data collected by interview, observation and documentation. Data validation was done by triangulation. Data analysis techniques used in this study is an interactive model. The results of this study were (1) vocational program planning begins with the identification of the needs of the program is the condition of the economic background of students the majority of the middle to lower, so can not directly get jobs because they can not go on to college. The aim is to set up a vocational program with semiskilled labor, program preparation done by forming the daily implementation team and make a financial plan; (2) organizing is done by dividing the task to the performer and the preparation of a program schedule; (3) guidance and motivation to do to move all the teachers and students involved in the program; (4) monitoring done by conducting supervision visits and attended follow-up classes. The conclusions of this research is the implementation of vocational education programs in PPAQ Gumawang done through the stages steps and procedures in accordance with the principles and functions of management.

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## INTRODUCTION

Poverty is a problem faced and the attention of many people in the world. Poverty is typically described as a lack of income to meet the basic necessities of life. Community members are said to be in poverty if income group of community members is not sufficient to meet the most basic needs of life such as food, clothing and shelter.

One way to get out of poverty is education. Education to prepare a generation ready to enter a changing society towards a knowledge-based society and character. Education has a major role in providing qualified human resources and high competitiveness. Education is one vehicle that is used not only to free mankind from ignorance, but also from ignorance and poverty.

Pondok Pesantren Al-Qur'an Gumawang as one of the Boarding Schools model has a primary function as a pilot, so the boarding school concerned should improve the quality of management of the foundation, process and output an optimal learning in order to become a boarding school superior and to provide guidance to the boarding school others are around.

Pembelajaran vocational education at boarding school becomes interesting to study especially when examined how the application and administration as NFE is ready to use and beneficial to society, Vocational education program is necessary to be given to boarding school because given the magnitude of boarding school graduates are needed by the community

In contrast to other Islamic boarding school, Pondok Qur'an Gumawang Wiradesa besides providing religious education have also implemented vocational education. Religious education effectively and efficiently because it is in accordance with the of religious education unit. Need to equip students with the vocational education program.

Vocational education in education described by Winch in his research published in the journal *Studies in Philosophy and Education*

Vol 23, 2004, entitled *Education Work and Social Capital: Towards a New Conception of Vocational Education*. Winch (2004) explained that education should also provide opportunities for students / learners to develop skills and abilities in order to gain skills on the specific needs of the community.

Tripney and Hombrados (2013) in his article entitled *Technical and vocational education and training (TVET) for young people in low- and middleincome countries: a systematic review and meta-analysis* published in the Springer journal *Empirical Research in Vocational Education & Training* Volume 5 month of December 2013 states "Reviews those aspects of the educational process involving, in addition to general education, the study of technologies and related sciences and the acquisition of practical skills, attitudes, understanding and knowledge Relating to occupation in various sectors of economic life" which means education and vocational training are part of the aspect of the educational process, which is part of the general education, learning about technology and science as well as the acquisition of applied skills, attitudes, understanding and knowledge related to work in various sectors of the economy.

The research location right in accordance with the needs of local influence that local income Wiradesa area by making the work of Batik making batik way research and write all about batik taught in Pondok Pesantren Al Qur'an Gumawang Wiradesa Pekalongan,

Graduates students usually on confused and did not know what direction you later want to work so that the provisions of the results of the application of skills vocational program provided supplies to the students to be able to work with their skills. It is obtained from interviews to students after graduation education at boarding school.

Vocational education effective and efficient need to be developed and implemented several management principles, because the quality of the optimal management, is expected to achieve benefits of human resources who can

master the knowledge, skills, according to community needs and expertise in accordance with science and technology continue to evolve to community. Manajamen education can be defined as the art and science of managing educational resources to create an atmosphere of learning and the learning process so that learners are actively developing the potential for him to have the spiritual power of religion, self-control, personality, intelligence, noble character, and skills needed him, society , the nation and the state (Usman, 2009: 9).

## **METHOD**

The study was conducted at Pondok Pesantren Al-Qur'an Gumawang in Gang 8 RT 09 RW 03, Village Gumawang Wiradesa District of Pekalongan 51152. This research was conducted in the academic year 2017/2018 and is focused on vocational skills program management of all aspects of planning, organizing, mobilization and supervision.

This research was conducted using qualitative approach cases. Creswell (2014: 135) describes a study can be termed as a case study where in-depth research process conducted and a thorough review of the cases studied. Case study chosen as the approach of this research for understanding the behavior of management or management activities should be photographed through field research that can find in-depth knowledge regarding the implementation of vocational education programs in Pondok Pesantren Al Qur'an Gumawang Wiradesa Pekalongan.

This study uses data collection techniques by observation, interviews, and documentation of the management of vocational programs in Pondok Pesantren Al-Qur'an Gumawang, Researchers first conducted exploratory locations and places as well as people who can serve as a source of research data, find a location that is deemed appropriate for the purpose of assessment and develop a network to find the source of the data. With this research is expected to reveal the facts in a comprehensive manner on the implementation of vocational programs

in Pondok Pesantren Al-Qur'an Gumawang in the academic year 2017/2018.

The literature study conducted on the desk study and field data sources to obtain background data on the implementation of vocational programs in Pondok Pesantren Al Qur'an Gumawang Wiradesa, then researchers conducted a field study to obtain data on the management of vocational programs, then the researchers describe the findings. Moleong (2007: 127) divides the stages of qualitative research into three, namely (1) the pre field or orientation; (2) the stage of field work or exploration focus; and (3) data analysis.

The research data was collected through several techniques, namely interviews, observation, and documentation. Examination techniques used in this research is triangulation source. Triangulation is a source of data collection activities by checking the data that has been obtained through a variety of sources. Triangulation technique is used to check the data on the management of vocational programs of all aspects of planning, organizing, and monitoring. From the data obtained from the caregiver boarding school, then checking data from different sources in order to know about the truth of the information obtained. The process of triangulation is done by collecting data with different sources such as vocational program coordinator, asatidz and students,

Analysis of the data used in this study is the interactive data analysis. According to Miles and Huberman (1984: 22) basically data analysis is based on the view that positivism paradigm. The data analysis was done by basing itself on the research field.

Results recording raw data to do further field data reduction, choose things that pokok and focused on things that are important to analyze. The reduction process takes place continuously involves taking some of the interviews that fit then analyzed in this study.

Display data is the presentation of the data that has been obtained from the collection of information in the field. Miles and Huberman (1984: 21) argues that in the presentation of the data, researchers should avoid the narrative text that is too long because it will cause the text is

not practical or even boring. Furthermore, they explained to present qualitative data can be presented by using a matrix, graphics, network, tables, or charts. In this study, data presentation is intended to find a meaning from data obtained on the management of vocational program at Pondok Pesantren Al-Qur'an Gumawang. Data obtained kemudiandisajikan practical as possible, and is followed by an explanation in the form of descriptive sentences.

Collected data is presented and performed drawing conclusions or verification. Verification of research data that the data obtained from various sources and then researchers take the conclusion. Conclusions conducted through the analysis of data to be used as a guideline in preparing the implications and recommendations.

## RESULTS AND DISCUSSION

Based on the data obtained by researchers through interviews, there are four stages of planning vocational programs conducted by the Caregiver Pesantren Al Qur'an Gumawang Wiradesa. These stages include the identification of the needs of the program, the goal-setting program, the preparation of the program, as well as financial planning / funding.

Based on these data it can be argued that the vocational program at Pondok Pesantren Al Qur'an Gumawang need to be held. The opinion was reinforced by the reason that the majority of Boarding School Qur'an comes from economic Gumawang medium so that many graduates do not go on to college.

The percentage of income of parents of new students Pondok Pesantren Al Qur'an Gumawang in the academic year 2017/2018 some 41% percent of the 311 parents of students earning less than Rp. 1.250.000, - and 49% of parents santri earn between Rp 1.250.000, - to Rp. 3.000.000, - so it can be concluded that the majority Boarding School Gumawang Qur'an comes from a family of middle.

Based on the vocational program curriculum documents Pondok Pesantren Al Qur'an Gumawang 2017/2018 school year vocational program curriculum quality indicated

by the proverbial vision, an indicator of the vision, mission, and goals of education boarding school.

Vocational programs require attention and a huge cost, so that the necessary expertise to take stock of the various means of support both within and outside the boarding school boarding school.

Preparation is done by forming a vocational program implementation team daily. To meet the cost of education at boarding school operasinal Qur'an Gumawang, revenue sources boarding inevitably involve external parties (parents of students).

The role of parents of students to be one very important factor in the sustainability of this program. Materially parents of students who attend the program contributed Rp. 20.000, - (twenty thousand rupiah) on the training of batik, batik creativity training, whereas for writing scientific papers Rp. 25.000, - (twenty five thousand rupiah).

Preparation of teaching the division of tasks is an important step that should be taken by a caregiver boarding school for successful implementation of vocational programs.

In implementing vocational programs have asatidz is needed is a human who has been appointed by the caretakers cottage at the beginning of the implementation of the program, the caregiver boarding school along with the program coordinator of vocational decided not to make changes to the task of teaching, teaching task is still the same as in previous years, asatidz that pendidikanya qualifications in accordance with the lessons of teaching is still maintained. Caregiver boarding school also add 2 asatidz contract (asatidz not fixed) for support in batik and scientific works.

So vocational program implementation schedule set by the boarding school with the help of the vocational field coordinator. Schedule prepared by considering regular subjects. Consideration major subjects which is the main structure of the regular curriculum implemented in learning effective hour is at 07:00 until 21:30 pm. However, the vocational curriculum as an extra curriculum also has a

teaching outline drafted by the ministry of religion that is given with a load program 1080 hours, then this program is given to students three days in one week from 13.00 to 15.00 pm.

The program is held three days per week starting at 13:00 pm until 15:00 pm, with the division Monday, Wednesday, and Friday for students. The program is implemented on the effective day of learning for boarding school students want to give the right to have a holiday like other students.

The briefing was given by the Caregiver Pesantren Al Qur'an Gumawang to asatidz and students of vocational programs in the form of instructions in the briefing and debriefing of certain events eg street vendors and meeting the debriefing. The Intruksi outline asatidz emphasizes performance and students to always give my best.

The motivation given by the caretakers cottage in the form of reinforcement. Positive reinforcement is an attempt by the caretakers cottage in stimulating asatidz in order to give their best performance, as well as negative reinforcement is an attempt to prevent caretakers cottage asatidz contrary.

Promoting the program to support both internal and external cottage, in collaboration with the caretakers cottage and Waka asatidz Curriculum choose vocational programs, coordinate the implementation of programs of vocational learning, communicating all matters concerning the implementation of the program between all members of the team, recorded or identify obstacles / hambatan- barriers that exist during the course of program implementation to communicate with all members of the team caretakers cottage and find a way out together.

In addition to parents who contribute funds, government melalau BOP funds have contributed significantly in the implementation of vocational programs, the government through Manpower also gave legal form of certificates for graduates who qualify, the requirement to obtain a certificate is to pass the certification test.

Pondok Pesantren Al Qur'an Gumawang rely on sources of funding from the government that the BOP (Operational Assistance cottage)

and the contribution of students to the budget plan of activities, even Pondok Pesantren Al Qur'an Gumawang not allocate special funds for the procurement for vocational programs.

Caregiver Pesantren Al Qur'an Gumawang know the constraints that occur in the field as early as possible and immediately revise team activities on the basis of surveillance. Asatidz meeting that is always directed by the caretakers cottage as an arena for sharing between staff and asatidz, also often used by caretakers cottage to take corrective measures.

Supervision is very important to know the strengths and weaknesses of the program. In the implementation of this function then boarding caregivers can get information behind a huge benefit for program improvement. In the script supervision visits conducted by the caregiver class Pondok Pesantren Al Qur'an Gumawang to asatidz vocational programs collected general information that the tools or means inadequate infrastructures in number, so a lot of students who do not get a chance to practice in total.

Follow-up is the last part of the education of supervisory activities. Follow-up is the justification, recommendations and execution submitted by the supervisor or caretakers cottage on the target kepengawasannya educators. Actions taken by the caretakers cottage to asatidz include: (1) strengthening the asatidz that meet the standards; (2) strikes didactic given to asatidz not yet meet the standards. Meanwhile, related to the complaint asatidz on facilities and infrastructures supporting program, as a corrective measure, the caretakers cottage conduct follow-up plan.

Follow-up is done as an effort to improve the program next year. Addressing the funding constraints that stem that leads to the limitation of facilities and infrastructures program then caretakers cottage initiative to increase the number of equipment although slowly.

## CONCLUSION

Based on the results of research and discussion, it can be concluded that overall stages steps and procedures that have been

carried out in accordance with the principles and functions of management. In planning the caregiver Pondok Pesantren Al Qur'an Gumawang has done a coherent and systematic stages ranging from the identification of program needs, determine the objectives to be achieved, perform the Setup program, and create a budget plan. Identify the needs of vocational programs do by looking at the economic background Boarding School Qur'an Gumawang. Organizing done by the caretakers cottage by forming the daily implementation team starts at the planning stage. With timyang organizational structure agreed upon, the caretakers cottage and the team set a rule labor relations and delineating the powers of duties and responsibilities to facilitate the joint venture. Then proceed to divide the tasks to teach to all asatidz vocational programs. Vocational programs is an additional program, so the program is implemented with the full day school system. The agitation carried out by caretakers cottage very carefully utilize several events to provide guidance and motivation to both the daily implementation team that have been drawn, asatidz pengampu as well as to students. Motivation is given primarily to asatidz and students related to the unavailability of adequate infrastructure for the smooth implementation of vocational programs, as well as related vocational program schedule in the afternoon which made asatidz and students need extra energy in running the program. In conducting surveillance caretakers cottage discover the factors inhibiting the effectiveness of vocational education program implemtasi in Pondok Pesantren Al Qur'an Gumawang. The main obstacle is found is the number of facilities and infrastructure to support vocational programs are still limited in terms of quantity which is not in accordance with the number of participants of vocational programs, as well as in terms of quality that are less up to date. Seeing this condition, caretakers cottage along with daily administration team took the initiative to increase the number of existing equipment in accordance with the times by means of the committee set aside funds so slowly facilities and

infrastructures can be met. This initiative was taken in consideration of the BOP funds allocated less fulfilling for the procurement of equipment needed. The main obstacle is found is the number of facilities and infrastructure to support vocational programs are still limited in terms of quantity which is not in accordance with the number of participants of vocational programs, as well as in terms of quality that are less up to date. Seeing this condition, caretakers cottage along with daily administration team took the initiative to increase the number of existing equipment in accordance with the times by means of the committee set aside funds so slowly facilities and infrastructures can be met. This initiative was taken in consideration of the BOP funds allocated less fulfilling for the procurement of equipment needed. The main obstacle is found is the number of facilities and infrastructure to support vocational programs are still limited in terms of quantity which is not in accordance with the number of participants of vocational programs, as well as in terms of quality that are less up to date. Seeing this condition, caretakers cottage along with daily administration team took the initiative to increase the number of existing equipment in accordance with the times by means of the committee set aside funds so slowly facilities and infrastructures can be met. This initiative was taken in consideration of the BOP funds allocated less fulfilling for the procurement of equipment needed. and in terms of quality was lacking with the times. Seeing this condition, caretakers cottage along with daily administration team took the initiative to increase the number of existing equipment in accordance with the times by means of the committee set aside funds so slowly facilities and infrastructures can be met. This initiative was taken in consideration of the BOP funds allocated less fulfilling for the procurement of equipment needed. and in terms of quality was lacking with the times. Seeing this condition, caretakers cottage along with daily administration team took the initiative to increase the number of existing equipment in accordance with the times by means of the

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