



The Influence of Teaching Personnel Empowerment, Madrasah Commitment and Culture of Innovation on Madrasah Effectiveness

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Abstract: The Influence of Teaching Personnel Empowerment, Madrasah Commitment and Innovation Culture on Madrasah Effectiveness is a scientific article of literature study within the scope of the field of science. **The purpose** of this article is to build a hypothesis of the influence between variables that will be used in further research. **Research objects** in online libraries, Google Scholar, Mendeley and other academic online media. **The research method** with the research library comes from e-books and open access e-journals. Qualitative descriptive **analysis**. **The results** of this article: 1) Empowerment of Education Personnel influences Madrasah Effectiveness; 2) Madrasah Commitment influences Madrasah Effectiveness; and 3) Innovation Culture influences Madrasah Effectiveness.

Keyword: Madrasah Effectiveness, Education Personnel Empowerment, Madrasah Commitment, Innovation Culture

INTRODUCTION

Background Of the Problem.

Every student, whether Undergraduate, Undergraduate or Undergraduate, must conduct research in the form of a thesis, thesis, and dissertation. Likewise for lecturers, researchers and other functional staff who actively conduct research and create scientific articles for publication in scientific journals.

Scientific work is one of the requirements for students to complete their studies at most universities in Indonesia. This provision applies to all levels of education, namely undergraduate thesis (S1), undergraduate thesis (S2) and third-level dissertation (S3).

Based on empirical experience, many students and authors have difficulty finding supporting articles for their scientific work as previous research or as relevant research.

Relevant articles are needed to strengthen the theory being researched, to see the relationship or influence between variables and build hypotheses. This article discusses the influence of Empowerment of Teaching Personnel, Madrasah Commitment, and a Culture of Innovation on Madrasah Effectiveness, a literature review study in the field of science.

Based on this background, the purpose of writing this article is to build a hypothesis for further research, namely to formulate: 1) The Effect of Empowering Education Personnel on Madrasah Effectiveness; 2) The Effect of Madrasah Commitment on Madrasah Effectiveness; and 3) The Influence of Innovation Culture on Madrasah Effectiveness;

METHODS

The method of writing this Literature Review article is the Descriptive Qualitative method and Library Research, sourced from the Google Scholar online application, Mendeley and other online academic applications.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Ali, H., & Limakrisna, 2013).

RESULT AND DISCUSSION

Results

Based on the background, objectives and methods, the results of this article are as follows:

Madrasa Effectiveness

Madrasa effectiveness is a measure, the level of an organization or madrasa in achieving its goals (UPI Educational Administration Lecturer Team, 2014)

Madrasa effectiveness is one of the achievements that an organization or madrasa wants to achieve. (Aan Komariah, 2013).

The dimensions, indicators, synthesis or factors that influence Madrasah Effectiveness are the level of madrasah success in optimizing existing resources effectively to achieve madrasah goals. Indicators of madrasah effectiveness are a strong educational staff, a good culture of innovation, utilization of facilities and infrastructure, measurable teaching and learning processes, student achievement and graduation.

The effectiveness of this Madrasah has been studied by many previous researchers including (Mohammad Kholis Widodo, 2022), (Achmad Krisbiyanto, 2019), and (Mesiono, 2018).

Empowerment of Education Personnel

Empowerment of Education Personnel is a work capacity that burdens every employee physically and mentally as well as the tasks that must be carried out by these employees (Mahawati, 2021).

Empowerment of Education Personnel is a number of activities that require expertise and must be carried out within a certain period of time, both physically and psychologically. (Dhani, 2010).

Dimensions, indicators, synthesis or factors that influence the Empowerment of Education Personnel are planned and collective activities, improving administrative activities in madrasahs, prioritizing the progress of madrasa achievements, carried out through capacity building program activities

The empowerment of educational staff has been studied by many previous researchers including (Erita Agustina, 2017), (Wasilah, 2022), and (Muhammad Arbain, 2018).

Madrasa Commitment

Commitment in the organization is a level of loyalty of members/employees/employees to their company's organization which is characterized by their desire to remain part of the organization, do the best for the organization, and always maintain the good name of the organization. (Cepi Sutrisno, 2016).

Organizational commitment is an attitude of involvement and a form of one's loyalty in an organization. Organizational commitment as an attitude is a strong desire to remain as a member of the organization, the desire to strive according to the wishes of the organization, and certain beliefs, and acceptance of organizational values and goals. (Ria Mardiana. 2017).

Dimensions, indicators, synthesis or factors that influence Madrasah Commitment are effective commitments consisting of emotional attachment, involvement in the organization, desire to continue working, ongoing commitment consisting of the need for promises, the need for salary, the need for education/health guarantees and Normative commitment consists of a feeling of obligation to remain with the organization.

The commitment of this Madrasah has been examined by many previous researchers including (Muhammas Alwi, 2013) and (Ainun Arsiska, 2022).

Innovation Culture

Innovation Culture is something that causes, distributes, and supports human behavior, so that they want to work hard and enthusiastically to achieve optimal results. (Hasibuan, 2012). The Culture of Innovation is the impetus that moves a person to work to do the job with all their might and work effectively to achieve the goals to be achieved (Imam Wahyudi, 2021).

This Innovation Culture has been studied by many previous researchers including (Imam Wahyudi, 2021), (Lidya Sepentina, 2021), and (Putu Eko Wahyudi, 2021).

Relevant Article Review Results

Reviewing relevant articles as a basis for setting research hypotheses by explaining the results of previous studies, explaining the similarities and differences with the research plan, from relevant previous research as shown in table 1 below.

Table 1: Relevant Research Results

No	Author (Year)	Previous Research Results	Similarities With This Article	The Difference With This Article	H
1	Erita Agustina (2022)	Empowerment of Education Personnel, Educators have a positive and significant impact on Madrasah Effectiveness	Empowerment of Education Personnel influences Madrasah Effectiveness	Educators influence Madrasah Effectiveness	H1
2	Puji Arini dan Andini (2020)	The empowerment of teaching staff and the professionalism of teaching staff have a positive and significant impact on Madrasah Effectiveness	Empowerment of Education Personnel influences Madrasah Effectiveness	The professionalism of teaching staff influences Madrasah Effectiveness	H1
3	Zulhimma (2020)	Madrasah commitment and organizational communication have a positive and significant impact on Madrasah Effectiveness	Madrasah Commitment influences Madrasah Effectiveness	Organizational communication influences Madrasah Effectiveness	H2

4	Sukatin (2019)	Madrasah commitment and organizational climate have a positive and significant impact on Madrasah Effectiveness	Madrasah Commitment influences Madrasah Effectiveness	Organizational climate influences Madrasah Effectiveness	H2
5	Sumarto (2020)	The Culture of Innovation and the application of Islamic education management have a positive and significant impact on Madrasah Effectiveness	The Culture of Innovation influences Madrasah Effectiveness	The application of Islamic education management has an effect on Madrasah Effectiveness	H3
6	Aji Sofanudin (2016)	Innovation Culture and work discipline have a positive and significant impact on Madrasah Effectiveness	The Culture of Innovation influences Madrasah Effectiveness	Work discipline influences Madrasah Effectiveness	H3

Discussion

Based on the theoretical study, the discussion of this literature review article is to review relevant articles, analyze the influence between variables and conceptually think about a research plan:

Based on the results of the research, the discussion of this article is to review relevant articles, analyze the influence between variables and conceptualize the research plan:

The Effect of Empowering Education Personnel on Madrasah Effectiveness.

Empowerment of Education Personnel is a number of activities that require expertise and must be carried out within a certain period of time both physically and psychologically.

The principles or concept of Empowering Teaching Personnel is that Empowering Teaching Personnel has an effect on the effectiveness of madrasahs, if the Empowerment of Education Personnel is well perceived then Madrasah Effectiveness will be perceived well and vice versa. That if the Empowerment of Education Personnel is perceived badly then Madrasah Effectiveness will be bad.

The factors that influence the Empowerment of Education Personnel are the Empowerment of Physical and Mental Education Personnel which is divided into six dimensions consisting of: physical stress, physical effort, mental tension, time tension, achievement, level of frustration.

Empowerment of Education Personnel influences Madrasah Effectiveness, this is in line with research conducted by: (Erita Agustina, 2017), (Wasilah, 2022), and (Muhammad Arbain, 2018).

The Effect of Madrasah Commitment on Madrasah Effectiveness.

Madrasah commitment is a level of loyalty of members/employees/supervisors to the madrasa which is characterized by their desire to remain part of the organization, do their best for the madrasa and maintain the good name of the madrasa. (Cepi Triatna, 2016).

The principles or concept of madrasah commitment are firmness, sincerity and strong determination and adherence to organizational values and goals. (Ria Mardiana, 2017).

Madrasah commitment affects the effectiveness of madrasahs, if madrasah commitment is well perceived then the effectiveness of madrasahs is also perceived well, and vice versa. It can be explained that madrasa commitment is one of the factors that influence the effectiveness

of madrasahs. If the madrasah or organization has good commitment, it is hoped that the members of the organization will have good effectiveness.

Factors that influence madrasah/organizational commitment are job satisfaction, employee empowerment, work stress. (Jupiter Gulo, 2018)

Madrasah commitment plays a role in the effectiveness of madrasahs, this is in line with research (zulhimma, 2020), (Irma Kabella Ginting and Muhammad Rahmad, 2021), (Heylin Idelia J, Nety Kumalasari, 2020)

The Influence of Innovation Culture on Madrasah Effectiveness.

The Culture of Innovation is the impetus that moves a person to work to do the job with all their might and work effectively to achieve the goals to be achieved (Imam Wahyudi, 2021).

The principles or concepts of the Innovation Culture are encouraging people to act, determining the direction of action and completing actions. (Sardiman, 2007)

The Culture of Innovation affects Employee Performance, if the Culture of Innovation is well perceived then Madrasah Effectiveness will also be perceived well, and vice versa. This can be explained that the better the Innovation Culture of an employee, the better his performance will be.

Factors that influence the Culture of Innovation are Salary, Incentives/Bonuses, Career Development Systems, Conditions of Facilities and Infrastructure.

The Culture of Innovation plays a role in Madrasah Effectiveness, this is in line with research conducted by: (Sumarto, 2020), (Mashuri, 2018), and (Sukatin, 2019).

Based on the formulation of the problem, discussion and relevant research, the conceptual framework of this article is processed as shown in Figure 1 below.

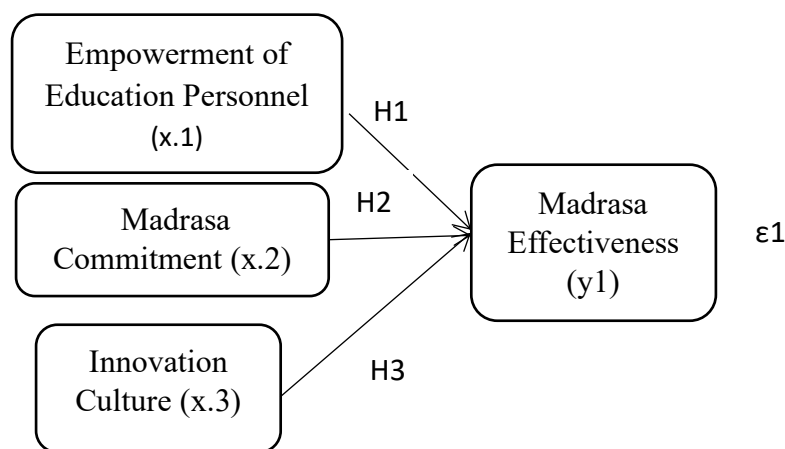


Figure 1: Conceptual Framework

Based on the conceptual framework image above, then: Education Personnel Empowerment, Madrasah Commitment, and a Culture of Innovation influence Madrasah Effectiveness. Apart from the three exogenous variables that affect Madrasah Effectiveness, there are many other variables, including:

- 1) Organizational communication: (Zulhilma, 2020), (Novansa & Ali, 1926), and (Isipol, 2016),
- 2) Time Management: (Muhammad Suhardi, Zinnurai and Rusi., 2021), (Sri Nitta Crissiana Wirya Atmaja, 2021), and (Dwi Nugroho Hidayanto, 2021),
- 3) Organizational Climate: (Sukatin, 2019), (Jenuar Berkah, 2014), and (Acmad Ilyas, 2018)

CONCLUSION

Based on the objectives, results and discussion, the conclusions of this article are to formulate hypotheses for further research, namely: 1) Empowerment of Education Personnel influences Madrasah Effectiveness; 2) Madrasa Commitment influences Madrasah Effectiveness. and 2) Innovation Culture influences Madrasah Effectiveness.

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