

CHAPTER I

INTRODUCTION

A. Background

Education is the main capital of a nation in an effort to improve the quality of human resources it has. In the simplest sense education is often defined as a human effort to build his personality in accordance with the values in society and culture (Hasbullah, 2005: 1). Qualified human resources will be able to manage natural resources and provide services effectively and efficiently to improve the welfare of the community. Therefore, almost all the nations try to improve the quality of education, including Indonesia.

Basically improving the quality of education based on the school. Schools are working together a number of people who run a set of basic functions to serve a specific age group in a classroom whose implementation is guided by educational staff through a multilevel curriculum to achieve instructional objectives will be bound by the norms and culture that supports it as a value system (Sagala, 2006: 54).

School is the basis of quality improvement, because the school more aware of the problems encountered in improving the quality of education. School serves as the unit that developed the curriculum, syllabus, learning strategies, and assessment. Thus the school management is the basis for improving the quality of education. Therefore, implementation of school-

based management is an attempt to empower the potential that exists in school in an effort to improve the quality of education.

Efforts by the government in improving the quality of education for the nation of Indonesia are the issuance of Law Number 20 Year 2003 on National Education System. In Government Law Number 20 Year of 2003 was explained that the National Education functions to develop skills and form the character and civilization of the nation's dignity in the context of the intellectual life of the nation, aimed at developing the potential of learners in order to become a man of faith and piety to God Almighty, noble, healthy, knowledgeable, capable, creative, independent, and become citizens of a democratic and responsible.

Individual service delivery gives implications in the management of the addition of personnel, facilities and funds. Because of that, combining of individual and group services, means that in general education services provided in the group of learners who have the ability in the same subjects. Although teaching and learning activities carried out in groups, an assessment of the progress of learning outcomes is the assessment of individual abilities of each learner. Unless the assessment to know the learning ability and progress of group work's result.

The learning process is strongly associated with a variety of highly complex components. Among the components that one with the other components has a systemic relationship, meaning each component has its own role but has a relationship of inter-related. Therefore it must be believed that

the performance of teachers, administrators, and other personnel at the school is to increase the effectiveness of school activities (Sagala, 2006: 62). Management of the school needs the support of all members of the school include school principals, educational staff and parents. Support is needed to address the challenges facing independent schools category.

A good relationship between members of the school is usually constituted with good communication as well. Communication is a process of delivering and receiving news or information from one person to another. Communication is a process of notification and submission or acceptance of a sign or news information through speech, movement, and other writing. (Toha, 2008: 167)

Communication is the exchange of information usually via a common system of symbols. This requires a wide variety of communication forms, from two people who converse directly, by giving the signals and send messages through a communication network. The process of communication is what allows it to interact with others, without which all the possible range of knowledge or experiences with others.

The success of education in schools is largely determined by the success of the principal in managing the educational staff is available at school (Mulyasa, 2007: 151). In this case, increased productivity and job performance can be done by increasing the staff's behavior at school through good management of educational staff. Implementation of educational personnel

management aims to harness the power of labor effectively and efficiently to achieve optimal results.

Infrastructure and Facility is one of the inputs in academic quality assurance system. The existence and the choice of the type, quantity, quality of this infrastructure and facility depend on the needs of each program of study (characteristic fields of science), the condition of each Faculty of Studies and the university's policy direction. Management must be integrated, so that it can be used by all programs of study in need.

Infrastructure and education is one resource that became the benchmark of quality schools and the need to increase continuously along with the development of science and technology is quite advanced. Management of infrastructure and facilities is necessary to support educational goals as well as support national development, therefore the necessary knowledge and a clear conceptual understanding that the implementation was not misdirected.

SD Mutual (Muhammadiyah Satu Alternatif) as Mutual Elementary School has a staff of educators and educational staff are qualified. In addition, the school already has an adequate infrastructure of teaching and learning process at school. But all that requires a good management of the school of learning in order to produce maximum output.

Based on background above, the writer is interested in studying a research entitled *Management of SD Mutual (Muhammadiyah Satu Alternatif, Magelang)*.

B. Research Focus

Based on the description of the background research on the focus of this research is “What are characteristics of the School Management of *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang?” It is elaborated into three sub focuses as follow.

1. What are the characteristics of management educational personnel at *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang?
2. What are the characteristics of facilities and infrastructure management at *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang?
3. What are the characteristics of instructional at *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang?

C. Research Objective

This study carefully directed study, to know the School Management of *SD Mutual (Muhammadiyah Satu Alternatif)*, Magelang with the specific aim of describing:

1. The characteristics of the management of educational personnel at *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang.
2. The characteristics of the management of facilities and infrastructure at *SD Mutual (Muhammadiyah Satu Alternatif)* of Magelang.
3. The characteristics of instructional at *SD Mutual (Muhammadiyah Satu Alternatif)*, Magelang.

D. Benefit of Research

The results of this study are expected to provide theoretical and practical benefits for the Management of Mutual Elementary School, as follows.

1. Theoretical Benefit

Gives a clear information about Management of *SD Mutual (Muhammadiyah Satu Alternatif)*, Magelang.

2. Practical Benefit

- a. Education personnel, education personnel in general and in particular the educational staff *SD Mutual (Muhammadiyah Satu Alternatif)*, Magelang in improving the management of human resources and infrastructure that exist in schools.
- b. The school principal in order to always provide guidance and encouragement and give to the staff's morale-educational personnel in the execution of his duty.
- c. Become a reference for subsequent research or as one of library materials in order to develop the knowledge, especially with respect to Mutual Elementary School.

E. Glossary

1. Educational Management is also often referred to by the administration of education, namely the whole process of deployment and integration of all

things, good personnel, spiritual and material, which is concerned with the achievement of educational goals.

2. Elementary school is a form of basic educational unit which organizes the program six years.