



## Leadership Strategies in Improving the Effectiveness of Educational Programs in Nurul Jadid Student Dormitory

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Article Info	Abstract
<b>Article History</b> Received: 2024-01-11 Revised: 2024-02-23 Published: 2024-03-20  <b>Keywords:</b> <i>Leadership Strategy; Education Program Effectiveness; Student Dormitory.</i>	<p>Educational institutions play a crucial role in the preparation of quality human resources. The success of education is measured through the achievement of its goals and effectiveness. Successful education achieves goals with results as planned. Effective leadership in educational institutions can increase the effectiveness of educational programs. This study aims to analyze the leadership strategy of the dormitory head in improving the effectiveness of educational programs at the Nurul Jadid Student Dormitory. This research uses a qualitative approach with primary data from interviews and observations and secondary data from reports and documentation. The main informants are the head of the dormitory and the dormitory administrator. The analysis focused on the leadership strategy of the head of the dormitory to support the effectiveness of the education program. The results showed that the head of the dormitory implemented strategies to improve the effectiveness of the education program. One of them is involving experts in various fields in religious activities, such as Koran guidance, book recitation, and seminars. The presence of experts aims to improve the quality of education and provide deep insight. In addition, the head of the dormitory established a partnership with the head of the boarding school to strengthen the religious aspects of students.</p>
Artikel Info	Abstrak
<b>Sejarah Artikel</b> Diterima: 2024-01-11 Direvisi: 2024-02-23 Dipublikasi: 2024-03-20  <b>Kata kunci:</b> <i>Strategi Kepemimpinan; Efektivitas Program Pendidikan; Asrama Mahasiswa.</i>	<p>Lembaga pendidikan memiliki peran krusial dalam persiapan sumber daya manusia berkualitas. Keberhasilan pendidikan diukur melalui pencapaian sasaran dan efektivitasnya. Pendidikan yang berhasil mencapai tujuan dengan hasil sesuai rencana. Kepemimpinan yang efektif di lembaga pendidikan dapat meningkatkan efektivitas program pendidikan. Penelitian ini bertujuan untuk menganalisis strategi kepemimpinan kepala asrama dalam meningkatkan efektivitas program pendidikan di Asrama Mahasiswa Nurul Jadid. Penelitian ini menggunakan pendekatan kualitatif dengan data primer dari wawancara dan observasi serta data sekunder dari laporan dan dokumentasi. Informan utama adalah kepala asrama dan pengurus asrama. Analisis difokuskan pada strategi kepemimpinan kepala asrama untuk mendukung efektivitas program pendidikan. Hasil penelitian menunjukkan bahwa kepala asrama mengimplementasikan strategi untuk meningkatkan efektivitas program pendidikan. Salah satunya adalah melibatkan ahli di berbagai bidang dalam kegiatan keagamaan, seperti pembinaan alquran, pengajian kitab, dan seminar. Kehadiran para ahli bertujuan meningkatkan mutu pendidikan dan memberikan wawasan yang mendalam. Selain itu, kepala asrama menjalin kemitraan dengan pimpinan pondok pesantren untuk memperkuat aspek keagamaan mahasiswa.</p>

### I. INTRODUCTION

Educational institutions have a strategic role as a means to prepare quality human resources to support national development (Khumaini et al., 2023). The success of educational institutions can be measured through the level of achievement of predetermined goals, becoming a measure of educational effectiveness. Effectiveness in the context of education can be interpreted as the ability to achieve learning objectives with an adequate level of completeness, even though it is often faced with certain obstacles (Karyodiputro & Ariyani, 2023).

Successful education is the implementation of education where the results are in accordance with the plan or program that has been previously determined (Budiman & Suparjo, 2021). Successful education is a learning approach that allows students to learn easily and pleasantly, so that they can achieve their goals as expected (Sari et al., 2020). The implementation of well-organized education can also increase the effectiveness and efficiency of education (Nasser et al., 2021).

According to Nana Sudjana, effectiveness can be defined as the achievement of student success

in achieving certain goals that produce learning outcomes (Rafiola et al., 2020). Educational success can also be achieved by implementing an appropriate curriculum, appropriate learning strategies, setting clear goals, and providing experience and knowledge in a balanced manner (Fatimah, 2021). Effectiveness refers to the ability to achieve desired results or the ability to produce desired outputs (Ristanti et al., 2020). According to Sondang P. Siagian, effectiveness is defined as the use of resources, facilities, and infrastructure in a certain amount that has been determined with prior awareness to produce a number of goods or services from the activities being carried out.

Based on several definitions from experts, it can be concluded that educational effectiveness refers to the level of success in achieving the goals set by an educational institution. Effectiveness reflects success in achieving predetermined goals. The closer to the target, the results of the activity show a higher level of effectiveness (Akhmad, 2022). If something is considered effective, it shows that it is able to achieve or produce the expected results, giving a deep and clear impression. In addition, aspects such as the classroom situation, learning materials, and learning media can also affect the effectiveness of education (Simamora, 2020).

This effectiveness is certainly inseparable from the underlying concept. There are seven important concepts that need to be understood in starting a study or discussion of the concept of education programs, namely: Definition of Education Program, Purpose of Education Program, Benefits of Education Program, Scope of Education Program, Characteristics of Education Program, Principles of Education Program, Process or Stages of Education Program Preparation. Improving the effectiveness of educational programs involves applying various concepts and strategies so that the program can achieve its goals more optimally. one of them is Effective Leadership. Effective leadership involves the leader's ability to have authority and wisdom in applying his leadership strategies, with the aim of realizing the vision and mission adopted by himself and his team, as well as guiding many people towards a more positive direction. Quality leadership can create a school culture that supports effective learning (Armiyanti et al., 2023).

An organization definitely needs a leader. Leaders are individuals who have expertise in leading, able to influence the opinions of

individuals or groups without the need to ask why (Jahroni et al., 2021). A leader is active in designing plans, coordinating, conducting experiments, and leading activities to achieve common goals (Khalid et al., 2021). The influence of a leader in an institution or organization determines the direction and goals to achieve the vision and mission (Heriyono et al., 2021). Achieving organizational goals involves many important aspects, including the element of leadership or the presence of leaders. Even though an agency has a competent workforce, without good management from a leader, the agency will not be able to achieve the goals set (Sahabuddin & Syahrani, 2022). Therefore, a leader must have the ability to manage Human Resources in order to achieve organizational goals effectively (Abrori & Muali, 2020). Leadership can be interpreted as an effort to influence people directed at achieving organizational goals, and this involves the process of influencing individuals or groups in certain goals in a certain context (Bashori et al., 2020).

A leader must have a strategy, or often called a leadership strategy. A leadership strategy is a series and decisions taken by a leader to effectively achieve organizational or team goals (Rofiki et al., 2022). It includes planning, organizing, directing, and supervising human and other resources to optimize performance and desired results (Diniarsa & Batu, 2023; Rofiki & Munawaroh, 2021). Leadership strategies include selecting effective communication methods, making the right decisions, providing clear direction, and developing an inspiring vision (Izzah et al., 2023). In addition, leadership strategies must also be able to adapt to environmental changes and overcome challenges that arise over time (Solechan et al., 2023).

The role of a leader in an organization is crucial in improving the effectiveness of educational programs (Arista et al., 2023; Diana et al., 2021). As leaders, they are responsible for designing, implementing, and overseeing various educational initiatives that support the growth and development of organizational members (Apriani et al., 2022). Leaders must be able to create an inspiring learning environment, motivate teams, and ensure that the educational programs implemented are in line with organizational goals (Indayanti & Malik, 2023). In addition, leaders also act as facilitators of effective communication between all relevant parties, so that there can be an exchange of ideas

and experiences that enrich the learning experience. quality leadership, a leader is able to shape an organizational culture that focuses on increasing competence and knowledge, thereby increasing the overall effectiveness of the education program (Melati & Wanto, 2023).

Observations in October 2023 showed that the head of the dormitory had implemented positive measures to improve the effectiveness of the educational program in the student hut. One of the concrete actions taken was to revive previously inactive activities, such as al quran guidance ba'da maghrib and tasawwuf lectures, thus creating new dynamics in the environment. In addition, the head of the dormitory has also succeeded in introducing several new activities that can add value to the educational program, including the recitation of kitab and the tamhidiyah program for new students, reflecting his dedication to continue to develop and improve the learning experience in the student dormitory. These steps create a fresh and leverage atmosphere, positively impacting the sustainability of the overall effectiveness of the educational program in the environment. Based on the results of observations and interviews, it appears that the head of the dormitory has implemented strategies with the aim of increasing the effectiveness of educational programs in the student dormitory.

The nurul jadid student dormitory is one of the educational institutions sheltered by the nurul jadid Islamic boarding school which is located in Karanganyar Village, Paiton, Probolinggo. The nurul jadid student dormitory is a vital environment in the college education experience, not only as a place to live, but also as an important place for personal growth, social development, and deepening learning outside the classroom. The existence of this dormitory not only provides residential facilities for students, but also creates a platform that supports interaction between individuals, fosters independence, and offers a variety of extracurricular activities that enrich the learning experience. Nurul Jadid student dormitories are often a space where students from different backgrounds, cultures, and regions gather, creating an inclusive atmosphere that promotes mutual understanding, cooperation, and holistic personal and academic growth.

Research on leadership strategies is not new, this can be proven by the research conducted by (Taufan et al., 2021) they analyzed the leadership strategies of madrasah principals in an effort to

realize effective madrasah. The same research was also conducted by (Riyatuljannah, 2020) he analyzed the role and function of the principal in realizing effective schools in an elementary school environment. Of the two studies, no research has been found that analyzes leadership strategies in increasing the effectiveness of educational programs on the object of the nurul jadid student dormitory.

The research examines the role of leadership strategies and how these strategies influence the effectiveness of educational programs. The focus on leadership in a dormitory setting is unique as it is rarely the focal point of research in educational institutions. This research not only evaluates leadership in general but focuses on its effects on the effectiveness of educational programs. It provides specific insights into how effective management of dormitories can enhance students' educational attainment. The uniqueness of this research lies in the specific context of Nurul Jadid, which allows for a more in-depth understanding of appropriate leadership strategies in improving the effectiveness of educational programs particularly in student dormitories at the institution. This research has a clear objective to contribute to the improvement of educational program effectiveness by analyzing the role of leadership strategies in the dormitory environment, which in turn is expected to improve the quality of student education at Nurul Jadid.

## **II. METHOD**

This research uses qualitative methods, the data sources in this research are primary and secondary data. Primary data were obtained from in-depth interviews and observation of activities. The technique of determining informants uses a purposive technique by taking informants who match the criteria of this study (Diniati et al., 2021), namely the head of the student dormitory and the management of the student dormitory. The output of the interview is a transcript, while observation is in the form of photos. The secondary data is based on activity reports and documentation that has been done either through the official website of the student dormitory, archives and monthly reports.

Within the framework of this research, the main focus of the analysis is on the head of the boarding house, who acts as the main leader in the environment. Details and in-depth analysis of the leadership strategies implemented by the head of the boarding house are the main objectives of this research, with the aim of

supporting the improvement of educational effectiveness in the boarding house. Through this research approach, it is hoped that a significant contribution can be made to enriching the understanding of leadership practices, particularly in the context of education in student boarding houses. This approach allows the research to explore in depth the role, strategies and impact of leadership in achieving educational goals, as well as providing valuable insights for the development of more effective leadership policies and practices in this kind of educational environment.

### **III. RESULT AND DISCUSSION**

A leader is someone who has the ability to lead, guide, and motivate others to achieve common goals. Leaders not only stand out in their decision-making abilities, but also have interpersonal skills, a clear vision, and the ability to inspire those around them. According to (Halim & Rofiki, 2022) leadership is a science that studies a person who has physical and psychological characteristics and a position that is considered superior to others in his group so that the person concerned can influence others to take action towards achieving goals.

The results showed that there were several strategies carried out by the head of the student dormitory in increasing the effectiveness of the education program, namely:

#### **1. Bring In Experts**

Ibrahim La Haris as the head of the Nurul Jadid Student Dormitory revealed that the strategy applied in improving the quality of educational programs in his dormitory involves the presence of experts in various fields. The main focus is on religious activities, such as the development of the Koran, recitation of books, and seminars. In the development of the Koran and the implementation of the recitation of the *Ahlusunnah Wal Jamaah* and *Akidah Al-Islamiyah* books, the head of the dormitory ensures that the teachers or lecturers presented are experts who have expertise and deep understanding related to Islamic teachings. The presence of these experts aims to provide deeper insights and knowledge to boarders, as well as ensuring that the religious understanding conveyed is in accordance with the correct teachings.

Through organizing seminars, the dormitory brings in experts who have expertise in various related fields, such as education,

psychology, or even practitioners from related industries. The seminars not only provide general insights but also discuss actual issues that are relevant to the development of education and the daily lives of boarders.

By presenting experts at these activities, the Nurul Jadid Student Dormitory seeks to ensure that every educational activity is directed by individuals who have expertise and credibility in their fields. The presence of experts is expected to have a positive impact in improving the quality of education, motivating boarders to explore further knowledge, and creating a quality learning environment. This approach reflects the boarding school's commitment to providing education that is holistic and in line with religious values.

#### **2. Do Partners**

One of the strategies implemented by the head of the Pondok Mahasiswa dormitory to improve the education program in the dormitory is through partnerships. In this case, the head of the dormitory collaborates with the head of the boarding school which focuses on religious aspects. This step is a form of commitment from the head of the dormitory in achieving the goals of the organization he leads. As part of this program, there are mandatory activities that new students are involved in before they step into the next level. The program lasts for one year, consists of three classes, and covers a number of subject matters. With these activities, students are expected to better understand the religious aspects.

Furthermore, in increasing the effectiveness of educational programs, of course, a good leadership approach is also needed. Based on the results of the study, it can be explained that the approach taken by the head of the student dormitory is a democratic approach. Democratic leadership style is a method in which a leader actively involves team members in the decision-making process and problem solving through deliberation (Endaryono et al., 2021). Democratic leaders are willing to listen to and appreciate every opinion and potential possessed by team members, with the aim of achieving a common goal (Rasyidi, 2022). This approach is a leadership style carried out by the head of the student dormitory. based on the results of interviews with the student dormitory

management, that the head of the dormitory always involves the dormitory management in the process of making decisions, always open in conveying information. In addition, the head of the dormitory is also open to input from various sources.

#### IV. CONCLUSION AND SUGGESTION

##### A. Conclusion

The leadership strategy implemented by the head of the dormitory is able to have a positive impact on the quality of education in Pondok Mahasiswa Nurul Jadid. The presence of experts, partnerships, and democratic leadership approaches are key components in creating a holistic and quality educational environment. This research makes a significant contribution in understanding the role of leadership in improving the effectiveness of educational programs, especially in the context of student dormitories. It is hoped that these findings can be the basis for the development of more effective leadership policies and practices in similar educational institutions.

##### B. Suggestion

Based on the results of research, the suggestions that can be given are as follows:

1. For Pomas as the object of research, should make breakthroughs and innovations in conducting activities that can support the effectiveness of education programs. Activities that can support the effectiveness of educational programs. In addition, there needs to be an action that can encourage romance members to always follow all the activity programs carried out by Pomas. always follow all the activity programs carried out by the Pomas dormitory.
2. For researchers for further researchers, should be able to conduct similar research both in terms of the topics studied, so as to provide improvements from the research. Topics studied, so as to provide improvements from this research. Because the researcher realizes that in this study there are still many shortcomings, both from the informants used in the study or other things.

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