

Improving the Efficiency of Human Resources of Tahfidz Teachers with Peer Education of Silsilah Quranuna Method in 7th Grade of Ibadurrahman Islamic Boarding School

Syahid Abdul Qodir Thohir

Master's Program in Islamic Studies, Institut Agama Islam Tasikmalaya, Indonesia

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ABSTRACT

The Quranic Islamic Boarding School is an Islamic School with the characteristics of one that is dominant in the Quran subject, especially in tahfidzul Quran (memorizing the quran). Ibadurrahman Islamic Boarding School is an Islamic School in Tasikmalaya city that focuses on tahfidzul Quran. Seeing the phenomenon that has occurred in recent years at Ibadurrohman Islamic Boarding School, there has been a change in *tahfidz* teachers resulting in a lack of human resources at Ibadurrohman Islamic Boarding School. This research was conducted on applying the Silsilah Quranuna (SQ) method to the Tahfidzul Quran Ambassador (DTQ) program by applying the concept of peer education or assistance of tahfidz to support the learning process of tahfidzul Quran in 7th grade of Ibadurrohman Islamic Boarding School. Based on the conclusion of the application of the peer education Silsilah Quranuna method, there was an increase in tahfidz achievement of 27.74%. This resulted in human resources being six times more efficient with peer education.

Keywords: Islamic Boarding School, Silsilah Quranuna, Tahfidz, Peer Education, Human Resources

INTRODUCTION

Education in Islamic Boarding Schools can be in the form of learning the quran, hadith, fiqh, and other similar islamic subjects. Meanwhile, the Quran Islamic Boarding School is an Islamic school with the characteristics of dominant in the quran

subject. Therefore, the Quran Islamic Boarding School focuses on the process of tahfidzul quran.

The nomenclature regarding Islamic boarding schools has been known as the Salafiyah Islamic Boarding Schools, Khalafiyah Islamic Boarding Schools, and combination Islamic Boarding Schools. Until now, the number of Islamic Boarding Schools in Indonesia has reached 14,067, with a Salafiyah typology of 8,905 (63.30%), 878 Khalafiyah Islamic Boarding Schools (6.24%), and 4,284 combined Islamic Boarding Schools (30.45%).

Tasikmalaya is called the city of santri, because of the many Islamic Boarding Schools spread across the district and city of Tasikmalaya, West Java, Indonesia. According to data from the Ministry of Religion, the number of Islamic Boarding Schools spread across the city of Tasikmalaya is 184. Those spread across Tasikmalaya district are 1318 Islamic Boarding Schools. Meanwhile, in the Kawalu sub-district of Tasikmalaya has 30 Islamic Boarding Schools, one of them is Ibadurrahman Islamic Boarding School.

Ibadurrahman is one of the Islamic schools which has the characteristics of the tahfidzul quran program. Students are required to pursue tahfidz achievements in each semester. There is a regular tahfidz program and Tahfidzul Quran Ambassadors (DTQ). In the school year 2021/2022, a change in tahfidz teachers resulted in a lack of Human

Resources (HR) at Ibadurrohman Islamic Boarding School. Apart from that, Ibadurrohman Islamic Boarding School should also organize a quality tahfidzul quran program to satisfy parents who entrust their children to Ibadurrohman Islamic Boarding School.

Based on the problems, research was carried out on applying the Silsilah Quranuna (SQ) method to the Tahfidzul Qur'an Ambassadors (DTQ) program by applying the concept of peer education or tahfidz assistance to support the learning process of tahfidzul quran in 7th grade of Ibadurrohman Islamic Boarding School.

LITERATURE REVIEW

Silsilah Quranuna Method

The Silsilah Quranuna (SQ) is from the name of arabic language. Silsilah means a connection between something and another, and it can also be called a series. Quranuna combines two words, namely Al-Quran and Nahnu. The Silsilah Quranuna in language means a series that are interrelated and closely related to the holy book of the Quran.

The Silsilah Quranuna is a method that is compiled from the basics for reading the Quran, memorizing, and understanding it with a language and numerical approach based on the principles of tajwid, language, and mathematics. A method means one way out of many ways, compiled from the bottom meaning of the lowest things or from scratch, to read the Qur'an, memorize, and understand it specifically to be able to read, memorize and understand the Quran. The language approach is the arabic language in the Quran. The numbers mean the numbers in the Quran from the number of letters, verses, lines, pages, and juzs. Based on the rules of recitation, language, and mathematics, it means following the standards of tajwid, language, and mathematics in its preparation.

Human Resources of Tahfidz Teacher

Human resources are essential and must be connected to an organization, both

institutions and companies. Human resources are also the key that determines the development of the company. In essence, human resources are people employed in an organization as movers, thinkers, and planners to achieve the organization's goals. Employees are not mere resources but capital or assets for institutions or organizations. Because of this, a new term, human capital, emerged outside of human resources. Human resources are seen not only as the main asset but as valuable assets that can be multiplied and developed and not vice versa as liabilities. Here the perspective of human resources as an investment for institutions or organizations is more prominent.

According to Abuddin Nata (2005), a teacher provides knowledge, skills, or experience to other people. In addition, Ramayulis (2013) argues that a teacher is a person who is responsible for guiding students to become human beings who humanize humans so that their main task is to educate, teach, guide, direct, train, assess, and evaluate their students in education. The teacher's work is typical work whose results cannot be seen. A teacher will feel proud, satisfied, and successful in educating and teaching if his students can become pioneers or valuable for their nation.

The tahfidz teacher is a teacher who is responsible for learning the tahfidzul quran. The tahfidz teacher is responsible for guiding students in the learning process of the tahfidzul quran, such as tahfidz, muroja'ah, talaqqi, and tasmi'.

Peer Education

The peer education method is a learning method that empowers students who have high absorption to become tutors for their friends. Lesmawati Cibro (2015) explains in her journal that the peer-tutor group discussion method of learning is learning with peers or colleagues, where students who can complete their assignments then help students who are less able to complete their assignments. This method creates mutual respect and understanding among

students who work together. Nurmala (2015) explained that peer tutors are intelligent students who can help other students learn at the same grade level.

Therefore the peer tutoring method (peer education) is an individual or group learning method where one student serves as a tutor (teaching), and another student serves as a tutee (who is being taught) who has learning difficulties under the supervision or direction of the teacher. With the peer education method, the selected students will be tutors first provided with material the teacher will deliver. This debriefing is delivered inside and outside of class hours, but the teacher also explains the subject matter in ongoing learning. When the discussion activities begin, those appointed as tutors are tasked with explaining and helping students experiencing difficulties who have previously received special lessons.

MATERIALS & METHODS

The method used in this study is descriptive comparative with a quantitative approach. Data collection techniques are used according to research procedures to obtain the required data. According to Sugiyono (2012), data collection techniques are the most strategic steps in research because the primary purpose of research is to collect data. Data collection techniques in this study used data filling techniques via Google Forms, documentation, and observation. The tutors took the data, in this case, the tutors are Tahfidzul Quran Ambassadors (DTQ) students.

The research was conducted for two semesters in the 2021/2022 academic year of Ibadurrahman Islamic Boarding School. The data taken is from tahfidz achievements and responses to peer education of the Silsilah Quranuna method each semester. This aims to compare the increase in tahfidz achievement obtained using peer education

which affects the efficiency of human resources.

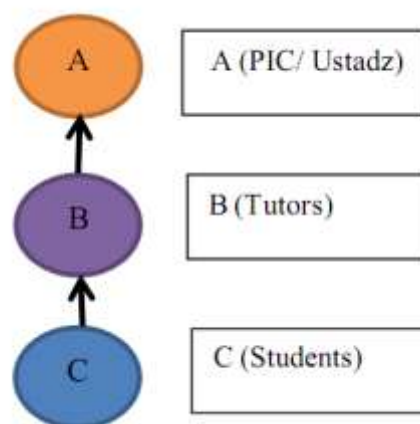


Figure 1. Peer education system of Silsilah Quranuna

RESULT AND DISCUSSION

According to the data in semester 1 of the 2021/2022 academic year, where the implementation of the tahfidz process for class 7th Ibadurrahman Islamic Boarding School did not use peer education. The companions of the students are ustadz and ustadzah. The percentage of tahfidz achievements that have completed memorizing the Quran juz 1 is 47.62% and 52.38% have not finished yet. Each tahfidz group has more than 5 students with 6 tahfidz teachers.

Data in semester 2 of the 2021/2022 academic year, where the implementation of the tahfidz process for class 7th Ibadurrahman Islamic Boarding School used peer education. The tutors come from the Tahfidzul Quran Ambassador of Ibadurrahman Islamic Boarding School. The percentage of tahfidz achievements that have completed memorizing the Quran juz 2 is 75.36%, and 25.64% have not finished yet. In semester II there was an increase of 27.74%. Each tahfidz group has 3-5 members with 19 tahfidz teachers.



Figure 2. Peer education class of Silsilah Quranuna

Applied the peer education method of the Silsilah Quranuna, students can be monitored more directly with the help of DTQ students as tutors in their groups. Updates regarding the development of class VII students can be known directly during class sessions with DTQ students. In everyday (Monday-Friday), DTQ students hold class briefings and provide updates about DTQ or the development of class VII students. This makes it easier for the DTQ project officer, as PIC teacher who

responsible for monitoring the progress of class VII students of Ibadurrahman Islamic Boarding School. The application of peer education to class VII students makes human resources efficient and effective through the participation of DTQ students as tutors. If compared six tahfidz teachers in semester 1 and one tahfidz teacher as PIC with 19 tutors in semester 2. This is affected in human resources of tahfidz teachers being six times more efficient with peer education.

Table 1. Several research parameters

No	Parameters	Semester 1	Semester 2
1.	Application of Silsilah Quranuna	Without peer education	Using peer education
2.	Number of human resources of tahfidz teachers	Six teachers	One teacher (PIC)
3.	Number of students in one group	> 5 students	3-5 students
4.	Tahfidz achievements	47,62 %	75,36 %

CONCLUSION

The results showed an increase of 27.74% in semester 2 of the academic year 2021/2022 with the peer education of Silsilah Quranuna method. This shows that applied peer education using the Silsilah Quranuna method effectively the tahfidz achievement of class VII students of Ibadurrahman Islamic Boarding School. It is concluded that peer education Silsilah Quranuna method increased tahfidz achievement and affected human resources being six times more efficiently.

Declaration by Authors

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