

Implementation of Strategic Management Based on Finger Print Technology for Improving the Teachers Work Ethics

Erwin Muslimin¹

¹Postgraduate Program State Islamic University Sunan Gunung Djati Bandung, Indonesia

Email: rwintea@gmail.com

Abstract:

This article discusses the strategic management for educators that is to support the development and construction of an educational institution for excellence and quality. In the modern era which are all based on technology, computers, applications and the Internet, it is very unfortunate if there is an educational institution still apply management strategic using administrative data processing by hand. By analyzing data of list of teacher's presence as the method, this article found that the administrative data management requires a very long time as an impact of the system is still manual, especially in monitoring the work ethic and professionalism of educators. The result of this paper is proofing of using the finger print-based management strategic to monitor it all, it will facilitate an educational institution in managing data administration required, especially to see the work ethic of an educator as seen from the attendance list presence. With the finger print-based management strategy, it will be easier for the school to monitor and assess the work ethic of educators in school.

Keywords: Strategy Management, Finger Print, Work Ethics.

A. INTRODUCTION

Education is a very important thing which is the primary requirement in these modern days of life (Feinstein, Sabates, Anderson, Sorhaindo and Hammond, 2006). Without education and science, all people will continue to be eroded and shackled in stupidity and underdevelopment in many ways, so that makes them hard to do something and difficult for improving the quality of themselves, their families and for the environment that is around (Cf., Kruss, McGrath, Petersen, and Gastrowa, 2015). Human capital is the most important aspect of the educational process (Marimuthu, Arokiasamy and Ismail, 2009). In the reality and historical evidence has proven that public education in culture aims to direct people to certain ideals. Humans and education can not be separated in their life (Bailey, Hillman, Arent, and Petitpas, 2013) because basically knowledge is created and given by God to the human, via human's learning (Ültanır, 2012). It could be said, in extended meaning, the educational process is intended to humanize humans (Masouleh and Jooneghani, 2013).

Management education is inseparable from the human resources strategy that is focused on the specific organization, such as the need to be done and needs to be revamped (Rafiei and Davari, 2015). Issues of concern to this strategy include ensuring that the organization has what it takes

people like training, motivation, rewards, flexibility, teamwork and employee relations are stable. Decision human resources strategy derived from the strategic plan (Sedarmayanti, 2007: 48).

Today, educators are required to be professional in all aspects (Evans, 2008), both in terms of the learning process and in terms of educational administration itself. Current technological progress is forcing stakeholders at various parts in the world of education to be able to follow it. Without exception institutions and academic staff should contribute therein. That all existing activities in the world of education can be accessed with a good and up to date one of which must be taken is to use management information system in education especially in the administration of an educational personnel.

Definition Management Strategy according to according Wheelen et al (2003: 4) "management strategy is a series of on majerial decisions and activities that determine the success of the company in the long term. The activity consists of a formulation / strategy planning, execution / implementation, and evaluation ". While strategic management by David and Fred (2002: 5) is the art and science to formulating, implementing and evaluating cross-functional decisions that enable the group to achieve objectives. Meanwhile the management strategy according Akdon (2006: 8), show understanding as a series of decisions and actions that are used to formulate and implement strategies that allow conformance very competitive between companies da environment so as to achieve the goal. Strategy Management for educators is important to control the nature of professionalism which is owned by an educator or teacher (Whitty, 2006).

In Indonesian education goals, management strategy for educator's teachers are more directed to the construction and development of education in Indonesia, in order to achieve quality education, in order to establish a reliable human resource, productive, creative and accomplished. The Directorate of Teachers under the Directorate General of Quality Improvement and Education (PMPTK) is the institution that has the authority to regulate, manage educators.

B. METHODS

This study aims to determine the extent to which the implementation of management strategy based on finger print to improve work ethics of teachers in MAN 1 Bandung. Research is done through the interview method or observation related technologies, applications, data and administasri for educators in MAN 1 Bandung

C. RESULTS AND DISCUSSIONS

The Educator or teacher in an educational institution or school can be described as the heart is vital. Educators or teachers are the holder of an important role in education. When they have superior quality both in terms of knowledge, ethics and professionalism in teaching, they will have produced superior graduate. However, contrary, if they have bad work ethic and bad professionalism, then they will have produced lower the quality of graduates.

Based on Regulation of national education minister ([Permendiknas] Number 8 of 2005) for improving the quality of teachers and some formed an agency called Directorate General of Quality Improvement of Teachers and Education Personnel, where the agency has the task of formulating and implementing policies in the field of improvement of technical standardization the quality of teachers and early childhood education, elementary education, secondary education, and nonformal education.

The purpose of the management of educators is that they have the ability, motivation and creativity to:

- a. Realizing a school system that is able to overcome the weaknesses of its own.
- b. On a continuous basis to adjust school education programs to the needs of life (learning) learners and competition for people's lives in a healthy and dynamic.
- c. Provide the leadership (especially education to prepare a cadre of leaders who are reliable and can be an example) that embodies human able to organize whose meaning is more than human relationships at every level of management of national education organizations.

Additionally, specifically the duties and functions of educators (teachers and professors) are based on Act No. 14 of 2007, which is a learning agent to improve the quality of national education, development of science, technology, and art, as well as servants to the community. Article 6 states that: The position of teachers and lecturers as professionals aim to implement the national education system and achieve national education goals, namely the development of students' potentials to become a man of faith and fear of God Almighty, noble, healthy, knowledgeable, capable, creative, independent, and become citizens of a democratic and responsible.

After doing research by interviewing principals of State Madrasah Aliyah 1 (Madrasah Aliyah Negeri [MAN]) Bandung who plays stakeholders. Then generate exposure as follows:

- a. According to Muhammad Awaludin, as principals and policy makers explained that the responsible parties in improving the work ethic of a teacher in MAN 1 Bandung is the principal and head of the school curriculum itself, but besides that the principal asked all teachers and education staff play an active role to create a work ethic and professionalism which is good, so that the learning process can run well. Besides the principal's role is very important in managing strategies to improve work ethics and professionalism. this is because the principal decision maker or holder policy at a school.
- b. In the interview to Muhammad Awaludin, as the principal explained, management strategies undertaken by modern input the data into technology-based applications, on the other hand, if teachers and would like to see and meet the data administration should be through the carrier, first as admin school itself, It caused by the nature of administrative data maintained confidential and very important, so not all teachers and education personnel could see the data in the application of online Basic Education Data (Data Pokok Pendidikan [DAPODIK]), these are all aiming for controlling all administrative data easily.
- c. The Implementation of Finger Print as a management strategy to improve work ethics of teachers in MAN 1 Bandung has been very good with the information system-based applications that are online that are provided by the center, making it easier oprator school as admin and responsible field of school administration can perform inputting data of school administration, including student data, the data educators, educators etc. of data.
- d. According to Muhammad Awaludin, supporting the management in the implementation of strategies to improve work ethics of teachers or educators have already available technology in the field of management strategies to monitor and manage the administrative system based school finger print technology. With the finger print technology makes schools can easily monitor how the quality of the work ethic and level of professionalism which is owned by the teachers by monitoring the level of discipline and absenteeism.

Although it has a technology that is management strategies, but there is lack of the obstacles in the implementation of the management strategy of running some print-based educators, as well as

what is in MAN 1 Bandung. Wherein one of the inhibiting factors are still many educators who camisole understanding and do not understand how the means of finger print, it has resulted in the school find it difficult to retrieve information that is in the technology of finger print that is up to date, resulting in delays in the process of inputting Data in these technologies.

Persons in charge in improving the work ethic of an educator in MAN 1 Bandung is the principal itself and the Head of the curriculum. But besides that the school asks all parties to play an active role so that the implementation of management strategies to improve work ethics teacher at the school to run well. The principal's role is very important in monitoring the level of discipline and professionalism, this is because of the principal as leader, controlling, and decision makers or stakeholders, so that teachers or educators in schools can implement a strategy management is applied to the school, to improving the quality of education the school. Educators (teachers and lecturers) are based on Act. No. 14 of 2007, which is a learning agent to improve the quality of national education, development of science, technology, and art, as well as to the public servants. Article 6 states that: The position of teachers and lecturers as professionals aim to implement the national education system and achieve national education goals, namely the development of students' potentials to become a man of faith and fear of God Almighty, noble, healthy, knowledgeable, capable, creative, independent, and become citizens of a democratic and responsible. An educational institution or school would be good if educators have a professional work ethic and good. On the contrary, if an educator has a bad ethic and professionalism in the discharge of its work, it will be bad anyway quality of the institution or the school. strategy management to improve the work ethic in MAN 1 Bandung is based technologies and applications are online so that the data associated with absenteeism and attendance stayed monitored through existing data in the Finger Print that is managing teacher attendance data.

Speaking of finger print technology, of course we need to know what the function and purpose of the finger print. Generally, finger print is system technology fingerprint scanner that is used to measure the level of discipline someone, and manage data presence or absence someone in an institution in detail until the time (hours and seconds) when the scan fingerprints (roll call), which is a reflection of the level of discipline and work ethic someone at the agency (Patrick, 2008).

The application and implementation of Finger Print as a management strategy to improve work ethics of teachers in MAN 1 Bandung has been very good with the system is the technology that has been provided by the school, making it easier for educators or teachers at school to confirm their attendance attendance accurately, quickly and efficiently.

Here is an explanation of the facts on the ground in each of the functions of the management strategy:

- a. Planning, "Planning is the systematic process of making decisions about actions to be taken in the future, which is a form of thought, research, calculations, and the formulation of measures to be undertaken in the future, both with regard to the activities operations in the procurement, management, use, organizing, and controlling " (Minarti, 2011: 251). Planning is the beginning of the success or failure of an organization's purpose (Janak, 2014). In this context, namely the school. In its application, the school plans to have short-term planning, medium-term planning and long-term planning. The school principal as a manager, have a major role and is responsible for running the wheel of education in schools. Similarly, educators or teachers at school have functions that are pending importance in the learning process at school. Teachers as the heart of the school in the areas of learning in the expected active role in running the management implementation strategy adopted in schools.

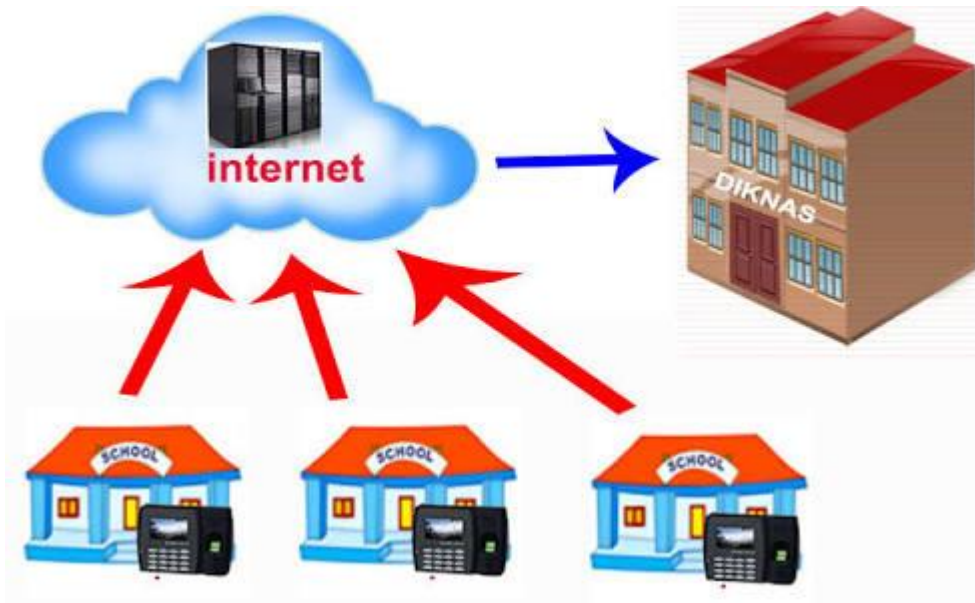
- b. Collecting and processing Data of teachers presence, Organizing management is the process of sorting and selecting something in accordance with the criteria and conditions (Treven, 2001). In accordance with the Brantas (2009: 28) that states "Organizing is to categorize and define various important activities and provide the power to carry out such activities". Besides Wake (2008: 5) argues that "Organizing is an activity related to setting the structure by determining the activities to achieve the goal". Suhardiman (2012: 26), explains that the work performance or achievement is a translation of the word in the English language performance. Performance is closely related to performance achieved person or institution in carrying out their duties. For schools, the work ethic and the nature profesionalitas teachers who entered into the information generated by the finger print technology has a very important role in ensuring that the necessary data is authentic school educators as information itself. Therefore, to ensure the continuity and regularity in the provision of education in schools, we need someone who has the work ethic and professionalism which is good, so that the quality and the quality of school education is assured.
- c. Actuating, after going through the stages of planning and organizing, then the next stage of education data management information system is the implementation. Fullan in Miller and Seller (in Majid, 2012: 68) provides a definition of the implementation, which is "a process of laying into practice on an idea, a program or a set of new activities for people in achieving or expect changes". This means that any form of ideas that poured into the idea in program management information data related to the Education Department of West Java Province actualized in the form of action to be followed. Strategy Management to improve the work ethic of teachers present in the environment MAN 1 Bandung is known as Information Systems Data based on Finger Print, which is the technology that manages data of teacher's presences, etc., is intended as a system of data management educator integrated to support data governance and information. The data is structurally maintained by the school, to the level of the service though.

The Picture of using Finger print at MAN 1 Bandung



The workflow system according to Aswandi Finger Print (2015) as follows:

The Picture of flowchart finger print system



(source: <http://aswandi.or.id/2015/02/28/monitoring-absensi-guru-sekolah-1-kota/>)

Supervision by superiors are subordinate is in carrying out all activities, using the organization's resources, take advantage of the cost, time, and infrastructure. Oversight began the planning process, up to the end of a phase of activities and achieve objectives (Sutarno, 2006: 98).

Structurally surveillance activities in the governance of information systems Finger Print employed by the school related to the implementation of the activities of collecting, processing, and presentation of data absenteeism educator. Meanwhile any form of inspection and evaluation conducted by the school itself. At the end of the data presented in the Finger Print technology is a reflection of the results of teacher absenteeism is authentic and up to date that can not be manipulated and is directly monitored by the schools regularly and continuously.

The picture of Finger Print Data Checking



(Source: <http://www.jibas.net/content/index/index.php>)

Based on research conducted by interviewing the headmaster of the school, described that factor of the advantages of the technological implementation Finger Print as a management strategy to improve work ethics of teachers in MAN 1 Bandung is always exactly the data administration is in school and in input into the system finger print technology. Covering teacher attendance data so that the school can monitor the quality of professionalism soerang educators in the school. Which received appreciation from teachers and educators themselves, as it has many benefits.

D. CONCLUSION

According to the reseach results can take the conclusion that the implementation of the strategy management of technology-based Finger Print to improve the work ethic of teachers or workers can help the school as as providers, managers and evaluators of education in schools in collecting data of teacher's presence computerized cornerstones measure in assessing the level of discipline and professionalism are an educator or teacher when there is school. In other words, finger print technology turned out to be very effective as a management strategy to improve the work ethic teacher or educator, because with the finger print system, a teacher will be more disciplined. Besides of school parties can obtain information up to date via finger print technology, the school was able to easily monitor, update and evaluate the work ethic and level of professionalism and discipline an educator or a teacher in the school environment itself.

References

- Akdon. (2006). *Strategic Management for educational management; manajemen strategic manajemen pendidikan*. Bandung: Alfabeta.
- Aswandi. (2015). <http://aswandi.or.id/2015/02/28/monitoring-absensi-guru-sekolah-1-kota/> (accessed: 01-12-16 [10.00 AM])
- Bailey, Richard; Hillman, Charles; Arent, Shawn; and Petitpas, Albert. (2013). "Physical Activity: An Underestimated Investment in Human Capital?" in *Journal of Physical Activity and Health*, 10, pp. 289-308, <http://dx.doi.org/10.1123/jpah.10.3.289>
- Bangun, W. (2008). *Intisari Manajemen*. Bandung: PT Refika Aditama.
- Brantas. (2009). *Dasar-Dasar Manajemen*. Bandung: Alfabeta.
- David, Fred R. (2002). *Strategic Management*. New Jersey: Prentice Hall, Inc.
- Dino, Saputra. (2015). <http://manfaat.co.id/12-manfaat-absensi-fingerprint> (accessed: 01-12-16 [10.00 AM])
- Evans, Linda. (2008). Professionalism, professionalism and the development of education professionals. *British Journal of Educational Studies*, 56 (1), pp. 20-38, <http://dx.doi.org/10.1111/j.1467-8527.2007.00392.x>
- Feinstein, Leon; Sabates, Ricardo; Anderson, Tashweka M.; Sorhaindo, Annik; and Hammond, Cathie. (2006). "What are The Effects of Education on Health?" in *Measuring the Effects of Education on Health and Civic Engagement: Proceedings of The Copenhagen Symposium – © OECD*, pp. 171-177
- Janak, Isaac. (2014). "The Success and Failure of Strategic Plans: Industry Report", in *Portuguese Journal of Management Studies*, Vol XIX, No. 1, pp. 37-44.
- Kruss, Glenda; McGrath, Simon; Petersen, Il-haam; and Gastrowa, Michael. (2015). Higher Education and Economic Development: The Importance of Building Technological capabilities", in *International Journal of Educational Development*, 43, pp. 22–31, <http://dx.doi.org/10.1016/j.ijedudev.2015.04.011>
- Majid, A. (2012). *Belajar dan Pembelajaran Pendidikan Agama Islam*. Bandung: Remaja Rosdakarya.
- Marimuthu, Maran; Arokiasamy, Lawrence And Ismail, Maimunah. (2009). "Human Capital Development and Its Impact on Firm Performance: Evidence from Developmental Economics", in *The Journal of International Social Research Volume 2/8*, Summer, pp. 265-272
- Masouleh, Nima Shakouri and Jooneghani, Razieh Bahraminezhad. (2013). "Towards Humanizing ELT", in *World Applied Sciences Journal* 28 (11), pp. 1837-1842, <http://dx.doi.org/10.5829/idosi.wasj.2013.28.11.1895>

- Minarti, S. (2011). *Manajemen Sekolah*. Yogyakarta: Ar-Ruzz Medias
- Patrick, Andrew S. (2008). "Fingerprint Concerns: Performance, Usability, and Acceptance of Fingerprint Biometric Systems", in <https://www.andrewpatrick.ca/essays/fingerprint-concerns-performance-usability-and-acceptance-of-fingerprint-biometric-systems/>
- Rafiei, Nafiseh and Davari, Fereshte. (2015). "The Role of Human Resources Management on Enhancing the Teaching Skills of Faculty Members", in *Mater Sociomed*, Feb; 27(1), pp. 35-38, <http://dx.doi.org/10.5455/msm.2014.27.35-38>
- Sedarmayanti. (2007). *Manajemen Sumber Daya Manusia*. Bandung: Refikaditama.
- Suhardiman, B. (2012). *Studi Pengembangan Kepala Sekolah; Konsep dan Aplikasi*. Jakarta: Rineka Cipta.
- Sutarno. (2006). *Perpustakaan dan Masyarakat*. Jakarta: CV Sagung Seto
- Treven, Sonja. (2001). "Human Resource Management in International Organizations", in *Management*, Vol. 6, 2001, 1-2, pp. 177-189,
- Ültanır, Emel. (2012). "An Epistemological Glance at the Constructivist Approach: Constructivist Learning in Dewey, Piaget, and Montessori", in *International Journal of Instruction*, Vol.5, No.2, pp. 195-212.
- Wheelen, Thomas L. (2003). *Strategic Management*. New Jersey: Prentice Hall, Inc.
- Whitty, Geoff. (2006). "Teacher professionalism in a new era", Paper presented at the first General Teaching Council for Northern Ireland Annual Lecture, Belfast, March 2006. Downloaded from: <http://www.gtcni.org.uk/publications/uploads/document/annual%20lecture%20paper.pdf>

