Implementation of Quality Management of Graduates Based on Spiritual Character in the Industrial Revolution 4.0 Era at SMK IT Al Husna Lebong

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Implementation of Quality Management of Graduates Based on Spiritual Character in the Industrial Revolution 4.0 Era at SMK IT Al Husna Lebong

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Abstract: Education has a very important role to ensure human survival, so it is necessary to make various efforts to improve the quality of graduates in achieving educational goals. The Industrial Revolution Era 4.0 gave birth to socio-cultural issues that caused problems to become increasingly complex, thus requiring proper management. A nation that has a strong character usually grows and develops and is more advanced and prosperous. So it is important that people with character values in themselves make assets for themselves in the future and assets to advance the nation. This study aims to describe and analyze in depth the implementation of quality management of graduates based on spiritual characters, especially at SMKIT AL Husna Lebong as an Islamic educational institution that has shown a commitment to improving the quality of graduates in the era of the industrial revolution 4.0. This study uses a *qualitative approach*. Sources of data were obtained from the management of the Anak Soleh Mandiri Foundation (ASMA) Curup, the Education Division of the ASMA Curup foundation, the principal and vice principal of SMKIT AL Husna Lebong and students. Data collection techniques are observation, interviews, and documentation studies and data analysis using the *Milles* and *Huberman models*. The results of this study indicate that the implementation of graduate quality management in strategic planning of Islamic education at SMKIT AL Husna through a JSIT-based program strategy by instilling ukhrowi values in every learning process through the POSDCORB management pattern (*Planning, Organizing, Staffing, Directing, Coordinating, Reporting* and *Budgeting*) as the effectiveness of implementing quality management for graduates with character.

Keywords: Graduate Quality Management, Spiritual Character, Industrial Revolution Era 4.0

1. INTRODUCTION

Education is the foundation of hope for improving the quality of human resources. Through education, humans can find new things that can be developed and obtained to face the challenges that exist in accordance with the times (Zuhri, 2021). Therefore, education should lead to the formation of human beings who are responsive and intelligent to the environment and sensitive to changes that occur. In addition, education is also directed to increase the potential of students as learning subjects, of course, in shaping character.

Globalization gives birth to socio-cultural which causes problems to become increasingly complex. Globalization has both positive and negative impacts on humans. A nation that has a strong character usually grows and develops and is more advanced and prosperous. So it is important that people with character values in themselves make assets for themselves in the future and assets to advance the nation. That way, education in the formation of the character of every human being is the initial foundation to become an individual with a good personality, quality, so as to make a civilized and advanced nation. In Wawan Setiawan's research, he explained that the 4.0 industrial revolution era, automation, computerization, and digitalization will give birth to new breakthroughs in various fields that disrupt (change the fundamental way of life) (Setiawan, 2017). Facing these technological challenges, it is necessary to have good character education to change in all sectors, so that everyone is able to compete and have the skills to face the future. Meanwhile, in the order of life, there are many children who have no character.

Findings in the field at the SMK IT Al Husna Vocational School Children who register at the IT AL Husna Vocational School for the first time come to school their morals are very concerning because they seem to be behaving unlike school children. There is a tradition that is sad for the SMK IT AL Husna Vocational School which is in the midst of a community that often clashes between villages, when it was confirmed when new students were admitted, several people expressed their doubts about entering the SMK IT AL Husna Vocational School because there was still a tradition of not liking each other when there were village children. next door to this school.

Seeing the conditions described above, the character that occurs in the village near the school has become a traditional culture, so it becomes a challenge how this school will be able to create graduates who can shape the character of students in the future. Vocational High School (SMK) is an educational institution that is expected to boost the quality of the workforce in the face of destructive technological developments in the Industrial Revolution Era 4.0. (Pracihara, 2018).

Vocational education aims to produce productive humans, namely working people, not humans who are a burden on their families, communities and nations. The main quality of Vocational High Schools (SMK) is to prepare students as prospective workers who have readiness to enter the world of work. The existence of SMK is required to meet the needs of the community, namely in the field of a quality workforce (Jabidi et al., 2017).

Therefore, students are required to have professional skills and attitudes in their fields. One of the many phenomena that occurs today is that the quality of graduates from Vocational High Schools (SMK) does not have adequate competence so that they do not have the readiness to compete at the international level and graduates who not in accordance with the standards of the world of work. Whereas the hope of the nation to be achieved is that graduates of Vocational High Schools (SMK) must have skill competencies in the application of technology to meet the standards of professional workforce needs in their fields. Applied science that has a big role in nation building. The development of technology is fundamental for the continuation of human life so that all information will enter without limitation with an unlimited amount as well. This is because the development of the internet and digital technology is an active matter and is the backbone of the movement and connectivity of humans and machines.

62

SMK IT AL Husna Vocational School is a vocational school that was established in 2015. Looking at the vision and mission of the school's educational institution, it appears a different educational concept where there is a collaboration between spiritual approach-based education and *life skills* .education *Life skills* is in accordance with what was stated by Shawmi in his research: "Currently the problem of *life skills* through formal education has become actual to be discussed for various very rational reasons such as the increase in elementary education graduates who do not continue to secondary school, high school graduates who do not continue their education. to college. Life skills are closely related to the skills or abilities that a person needs to be independent in life. Life skills education orients students to have the ability and basic capital to be able to live independently and survive in their environment." (Shawmi, 2015). Seeing from the above expression, it is clear *that life skills* have an important role in education so that good graduate quality management is needed in an educational institution in the Industrial Revolution Era 4.0. In his research, Ghufron stated that the challenges of the Industrial Revolution 4.0 will be a challenge for future education, namely industrial readiness, reliable workforce, diversification and job creation and Industry 4.0 opportunities which consist of ecosystem innovation, competitive industrial base, investment in technology, and entrepreneurial integration. What needs to be prepared, of course, all of that will be collaborated on a life skill that needs to be based on good spirituality also in the Industrial Revolution 4.0 Era. (Ghufron, 2018)

Based on the description above, SMK IT AL Husna Lebong is a school that has implemented a quality management system-based character values *life skill* with a spiritual value approach in self-development programs in an effort to improve the quality of graduates in Vocational High Schools (SMK). Through this concept, the author is interested in studying in more depth about the Implementation of Quality-Based Graduates of Spiritual Character in the Industrial Revolution 4.0 Era at SMK IT Al Husna Lebong.

2. THEORY BASIS

A. Quality Management Management graduates

come from Latin, which comes from the word manus which means hand, and agere means to work; merged into managere, means to handle; discussed in the English form, *to manage*, the noun managemet (to manage or manage); currently management is interpreted as management. In terms of the meaning of the term, some experts put forward various meanings: (1) management is the science and expertise of organizing, sorting, combining, guiding and controlling assets in order to achieve stated goals, (2) management is the entire process of completion in every useful endeavor of a meeting. to achieve certain goals, (3) all experts interpret: management is the achievement of predetermined goals by utilizing the training of others. (Asifudin, 2016)

Management that is easy to understand, namely: coordinating all assets through the most common ways of organizing, sorting, allocate manpower, guide and manage in order to achieve the previously targeted goals. (Asifudin, 2016) Management is the science or interaction to compose, compile, direct, and control matters relating to all perspectives in it so that hierarchical goals can be resolved systematically. actual and productive. (Zakiatul & Hasan, 2019)

Management roles, some suggest: arranging, sorting out and controlling (POC); arranging, putting together, impelling and controlling (poac); arranging, sorting out, staffing, coordinating, addressing and controlling (posdirc); arranging, coordinating, organizing and controlling (pocc); arranging, putting together, collecting of assets, coordinating and controlling (poadc); arranging, sorting out, persuading and controlling (POMC); arranging, putting together, driving and controlling (polc); and arranging, arranging, staffing, coordinating and controlling (posdico). By going through various elaborate plans, finally the most recent one was chosen to be used. (Asifudin, 2016)

Quality has very different connotations, depending on the individual or group in interpreting it. Quality comes from the preparatory language "Qualis" and it means "what it looks like". In Deming's view, quality is adjustment to meet needs. While Juran, interpreting quality is the fairness of the goods. Quality is conformance to what is required. Quality as indicated by West-Burnham is the overall proportion of items for administration according to the plan's quality guidelines including item determination and conformity quality, in particular how far the item has met the specified quality prerequisites or details. Quality according to Sallis turns into something that is difficult to characterize, and becomes an idea that is not difficult to free up and challenging to handle. Pfetter and Coote revealed that mtu is an idea that is difficult to understand because it has various implications. (Umar & Ismail, 2018)

Quality is a general attribute or attribute of an item or administration in its plan to address problems and assumptions for "instructive clients". If the word quality is combined with the word teaching, it means that it refers to the nature of the material delivered by educational institutions or further education, which can be seen from the number of outstanding students, both undergraduate and non-student. (Winarsih, 2019)

Quality is one aspect that really needs to be considered and improved regularly and continuously, both in education, organizations, or community groups and so on. Regarding the importance of maintaining quality, in the Qur'an Surah Ar-Ra'd verse 11 as follows:

Meaning: "*For humans there are messengers of heaven who generally follow him that way, before and behind him, they supervise him by Allah's command. Verily, Allah does not change the condition of a group until they change what is in themselves. Incidentally, Allah wills the ugliness of a group, no one can reject it, and there is no protector for them except Him.*" (Hidayatullah et al., 2013) (Surah Ar-Ra`ad Verse:11)

Based on some of these definitions , the researcher was able to conclude that quality is the quality that creates change to have the capacity, both scholastic ability and professional ability, which depends on personal skills and honorable virtues, all of which are basic personal abilities.

Law - Law on the national education system No. 20 of 2003 article 11 paragraph 1 mandates the government and local governments to ensure the implementation of quality education for every citizen. The realization of quality education requires continuous efforts to always improve education. The concept of graduate quality as put forward by Abdullah is "generally the description and attributes

of training that indicate its capacity to meet normal or expected needs".

The determination of graduate quality standards which intends to guarantee the quality of national education for the sake of an intelligent nation's life and to shape the personality, as well as a developed civilization of the country, then the benchmarks (standards) of the quality of graduates are important in realizing national education. National Education Standards (SNP). Based on PP No. 19/2005 concerning SNP 1) Curriculum content standards, 2) process standards, 3) graduate competency standards, 4) educators and education personnel standards, 5) facilities and infrastructure standards, 6) management standards, 7) financing standards, and 8) Educational assessment standards include evaluation, accreditation, certification, and quality assurance (Patras et al., 2019).

B. Spiritual

Character is a characteristic possessed by a certain individual. These characteristics are unique and are formed in the character of goods or individuals, and are the motors that drive how an individual shows, acts, says, and reacts to something. According to Ajat Sudrajat, explaining the term character comes from the Greek charassein, which means to engrave (painting, drawing), like a person who paints paper, forms stone or metal. Established from such an agreement, character is then described as a sign or extraordinary trademark, and therefore raises the view that character is an example of a single behavior, one's ethical state stated by Ahmad Tafsir that character is the same as morality, in the view of Islam morality is personality. (Warsah, 2014)

Ibn Miskawaih in Herdiana defines "morals as a condition of the human soul that can spontaneously encourage someone to be able to do something without thinking and doubting." .(Warsah, 2016). Imam Al-Gazali in Prasetiya defines morality as "a trait embedded in the soul that causes various actions easily and easily without the need for thought and balance". (Riami et al., 2021).

Spiritual character is one of the most important values related to Allah SWT and Religion. Therefore, this value must be maintained and should not be lost from children's knowledge. In the process of fostering religious values or religious character, it can be started from birth (starting from the family environment) to adulthood (in an educational environment), to form people of faith, piety and morality, have a good relationship with Allah SWT *(Hablumminallah)* and establishgood relationship with humans.(Sholihah & Maulida, 2020)

It can be concluded that spiritual character is a value that underlies character education where the concept of religious man can be characterized by awareness in carrying out religious orders and staying away from things that are made up by religion consistently in everyday life. As for examples of things that are prohibited by religion, for example, leaving the 5 daily prayers, making fun of, berating, using time for things that do not bring benefits, and so on. These things are religious prohibitions that people often do without thinking first, therefore religious character is very important to be instilled.

C. Industrial Revolution 4.0

The understanding of the Industrial Revolution 4.0 is still diverse because it is still in the stage of innovative work. Angel Merkel believes that the Industrial Revolution 4.0 is a complete change from all parts of creation in the industry through the convergence of advanced innovation and the web (internet) with conventional companies. (Fonna, 2019)

Technically the definition of Industrial Revolution 4.0 is the integration of *Cyber Physical System (CPS)* and *Internet of Things and Service (IoT* and *IoS)* into industrial processes including manufacturing and logistics as well as other processes. *Cyber Physical System (CPS)* itself is a combination technology between the virtual world and the real world, which in combination can be realized by integration between physical and computerized processes (Sawitri, 2019).

The Industrial Revolution 4.0 is the fourth stage of the historical change process of the industrial revolution itself which began in the 18th century. Starting from the emergence of steam engines to support industrial machines, trains and sails which later became a sign of the birth of the Industrial Revolution 1.0. Then came electrical energy and the concept of division of labor in order to get large quantities of production which later became a sign of the development of the Industrial Revolution 1.0 to the Industrial Revolution 2.0 made many researchers from various scientists carry out further development and research which later found many new inventions such as lights, machines. telegram and several sophisticated machines which also marked the emergence of a new phase, namely the Industrial Revolution 2.0 to the Industrial Revolution 3.0.

The next phase is the Industrial Revolution 4.0 phase. At this stage of transformation, the web (internet) emerged and was created because of the many advances made by scientists, in addition to the ability of machines to become more modern and sophisticated. This stage has been felt since the last few years. Many services have been born, sales have begun to emerge through web (internet) access. (Hamdan, 2018)

The Industrial Revolution 4.0 has tremendous potential benefits but also has great difficulties if you are not good at managing it, it will be a big danger to human life. With this flexible and complex era, humans are increasingly damaged by innovation, humans are increasingly thinking fast, so that the human person is increasingly scattered by the times. So the modern era 4.0 has turned into a nuisance/problem for people who are not broad-minded in dealing with this period (Zuhri, 2021). With simple web access, there are lots of shows that are not worthy of being local assistants, especially students who are still looking for characters, almost all of whom are busy with their cellphones because they have to leave the house. exist through web-based media. Like that, mobile phones with web access are more heavenly than God, teachers who should be considered in schools to be friends without limits, finally there is no habit that is installed in students, given the lack of character/respectable people in society. (Pratama, 2019)

Character education in the era Millennials are currently very important to do

with the aim that the next generation of the nation has acceptable behavior, ethics and character (Hendayani, 2019). Thus, the duties of family, school, and networking are very important to make people age moral and honorable. However, until now there are many problems that hinder the progress of student character education in the 4.0 era, these things come from within students (inside) and from outside (outside). (Warsah, 2022). Internal factors include the senses, tendencies, heredity, desire or self-control, and the small voice. While the external elements include carelessness, the impact of tools, the negative impact of TV, the impact of the family, and the impact of the school. (Hendayani, 2019)

. Based on the several definitions above, it can be concluded that the researcher that the era of the industrial revolution 4.0 is not only technological knowledge that must be provided, but knowledge about man himself. Technology does not need to be taught in In this era, but there are important things that need to be instilled in students,

especially to become personal self with spiritual character so that in the future students Educate wisely in making decisions both now and in the future.

3. RESEARCH METHOD

This research was conducted with a qualitative research approach. Regarding the qualitative approach, Moleong, (2017: 6) defines a qualitative approach as research that intends to understand a phenomenon about what is experienced by the subject both in terms of behavior, perception, motivation, action and so on holistically and describe it by describing it. As for this qualitative research, the researcher must act as a key instrument (Sugiyono, 2017: 11).

This research was conducted at SMK IT Al Husna Lebong. At the initial stage, the researcher carried out the pre-field stage, where in this step pre-survey activities were carried out at the research site, through library research, new knowledge was obtained which became one of the backgrounds. In the next stage, the researcher carried out data collection activities with intensive interview and observation techniques and studied and carried out documentation methods in the IT Al Husna Lebong Vocational School. As well as the next stage, the researchers processed the data obtained from the field with the techniques of reduction, display and drawing conclusions as well as testing the data obtained. And the last step is to write the research results in a report and evaluate the results (Moleong, 2017).

4. RESULTS AND DISCUSSION

A. Implementation of Character-Based Graduate Quality Management at SMK IT AL Husna in the Industrial Revolution Era 4.0.

The Industrial Revolution Era 4.0 requires a management process that is as good as possible in managing institutions, especially management in educational institutions and we know that our country is growing rapidly, especially the development of technology and information, so in the Industrial Revolution Era 4.0 we must be ready to face existing policies, of course, in management. As an educational institution, we need to

improve ourselves and be prepared to face the obstacles in the Industrial Revolution 4.0 Era.

The management program implemented at the IT AL Husan Vocational School should ideally be in accordance with school management standards, especially with regard to vocational management vocational schools. Based on the findings through observation of document data and management interviews at SMK IT Al Husan, it can be explained through the management of the POSDCORB model. As stated by Ichrom that in terms of POSDCORP, management has several functions, which include planning or *planning*, organizing or *staffing*, directing or *directing*, coordinating or *coordinating*, preparing reports or *reporting*, and funding or *budgeting*. (Ichrom, 2015) Here the author will explain the implementation of POSDCORP management in the implementation of education at SMK IT Al Husna Lebong:

1) **Planning Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.**

Planning is a process of determining the goals to be achieved and determining the path and human resources needed in an efficient and effective effort to achieve goals. Planning can also be in the form of the process of determining programs that will be carried out in the future in an effort to achieve the agreed goals. Planning includes first, the mission and objectives of SMKIT AL Husna, Second, strategy, *Third, policies* and more specifically the curriculum, syllabus and lesson plans.

SMKIT Al Husna Lebong all subjects in an effort to foster student aqidah and behavior. Second, in an effort to foster students to have straight aqidah, *morality*, good deeds, and intelligent minds, the school provides provisions for students in the form of life skills and the development of religious and general sciences.

Planning Quality Strategy for Graduates of SMK IT Al Husna Strategy planning for quality of graduates can be assessed from the Integrated Islamic School (SIT) learning approach as a guide from SMK IT Al Husna. For now, the school is guided by the SIT curriculum. The strategy as the implementation of the mission and goals and objectives that have been agreed at the IT Al Husna Vocational School is realized in integrated learning, namely an inclusive learning strategy characterized by efforts to integrate efforts to internalize Islamic values, have global insight by carrying local and national wisdom by optimizing resources. Existing resources and accompanied by accommodating the uniqueness of students, all these components synergize.

So planning provides the possibility of developing strategies with various methods and approaches, different understanding points of view so that a deep understanding of Islam can be realized, broad global insight and openness to local wisdom by always accommodating the uniqueness of students, especially in the Industrial Revolution 4.0 Era now.

Planning in Quality Policy for Graduates in the Industrial Revolution Era 4.0 Policy formulation refers to the construction of quality standards for Integrated Islamic Schools which include: *Inputs*, processes and *outputs* that make up the

educational process cycle. The educational process cycle as an effort to implement the mission and objectives, a policy policy is formulated which includes the competency standards of educators and education staff, facilities and infrastructure as well as the contents of the curriculum. Standards for Education, Management, Financing and Sarpras SIT Edition 4. Then in the process, transparency or planning must also described in policies in the learning process so that the output will animate the attitude of planning. In the aspect of knowledge, planning is defined as how an Integrated Islamic School which adheres to the Quran and Al-Hadith but provides space for understanding knowledge, as SMK IT Al Husna is part of the Integrated Islamic School as a member of JSIT Indonesia but provides vocational fields as skills that must be mastered by students as provisions in real life.

2) **Organzing Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.**

Organizing is an effort made to connect the abilities possessed by each individual in a world of work with the appropriate position so that each individual can work effectively so that the goals of each position can be achieved. In the implementation of organizing, we can understand that organizing is an effort so that the plans that have been set become more complete. We need to note that the results of organizing must produce something clear, that in all activities it is known who is doing it, the time of execution, and the things that are the targets of achievement in an organization or institution. As stated by AT as the principal, that the IT Al Husna Vocational School in organizing has been determined and carried out according to the main duties and functions of the authority and policies possessed by the principal where in setting the task has a basis in his words before the decree is given. The concept is in accordance with the function of organizing.

To achieve the goals that have been agreed or determined, a leader in the school needs to have competence in determining the programs needed and organizing according to the potential of each individual. Therefore, in order for schools to develop properly, principals need to have several indicators, such as providing guidance, managing subordinates, having influence, being a firm mover, and being able to coordinate in carrying out educational tasks.

3) *Staffing* **Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.**

Staffing includes human resource planning to identify what the organization needs from the number of employees needed and their attributes (knowledge and abilities) to meet job requirements effectively. In addition, the main objective of *staffing* is to minimize losses to the organization by way of strategic and technical steps so that the organization can reduce labor costs. One of the two functions of school program planning is the preparation of a series of actions that will be taken to achieve the goals of the organization or institution while taking into account the resources available or provided. School management program strategies to improve

educational standards include program socialization, SWOT analysis, problem solving, quality improvement, and monitoring and evaluation of program implementation. (Hamengkubuwono, 2022) *Staffing* also serves to determine assessment techniques and methods that are useful for identifying suitable candidates for certain job. Based on the findings in an interview with AT as the principal of the IT Al Husna Vocational School that the employee recruitment activity system at the Anak Soleh Mandiri Foundation (ASMA) has been carried out with a good management system, namely through selection at the foundation level starting from administration then *micro teaching* . have been accepted to have good competence skills and have a linear diploma although the teachers are still limited because they adjust the number of students so that it does not affect school operations.

In addition, several strategic and technical steps so that organizations can reduce operational financing for SMK IT Al Husna schools have anticipated school development, including the units available at the Anka Soleh Mandiri Foundation (ASMA) to be a part that helps school operations, especially with regard to school finances. The foundation usually prepares for saving operational funds for increasing school development, meaning that the IT Al Husna Vocational School, although students are still limited, schools still usually develop. In addition, the teacher problems faced by SMK IT Al Husna is a natural thing that often occurs in an institution because private schools and contract system policies have not been implemented, it is very natural for this to happen.

As a recommendation for the future, SMK IT Al Husna should apply a rule from the foundation to be contracted for at least 2 years so that the process of achieving size in the learning process is more effective. In line with what Nurmalasari and Karimah said in the study, they explained that at this time, various parties have focused sharply on the management of Human Resource Management (HRM) which is a sign that this is one of the important things, especially in the current era of the industrial revolution 4.0. This is because the effectiveness of an educational institution will be greatly influenced by the quality of its human resources compared to other resources. Therefore, in the era of the industrial revolution 4.0, the better the management of human resources, it will be certain that the development of an institution will improve itself over time. Therefore, it is necessary to pay close attention to that the management of an HR needs to be considered in the management of an organization or institution. (Warlizasusi & Rifanto, 2020)

Thus, we see that the progress of staffing activities *Husna* Vocational School is still not maximized so that in the future it is hoped that the IT Al Husna Vocational School will need to emphasize a system that can guarantee the quality of SMK graduates, especially based on digital-based financial management so that in the future financial management at the Anak Soleh Foundation educational institution Mandiri (ASMA) could be better.

4) *Directing* Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.

Directing is an effort to move other people by providing instructions and directions to subordinates so that they can provide guidance, instructions and advice to their subordinates. In management, the function of directing is so that the goals of the organization that have been set can be accommodated effectively by various elements in the organization. According to Jumira, supervision is carried out to ensure

that all activities of the organization can be carried out with a high level of efficiency, effectiveness and productivity. in an educational institution. (Warlizasusi, 2020).

In accordance with the statement conveyed by FJ as the curriculum field for the IT Al Husna Vocational School that the guidance management carried out by the school has been carried out according to management standards where the principal has carried out his duties to continue to provide guidance to teachers through clinical supervision. It should be noted that as a supervisor, the principal must foster and provide assistance to teachers so that a more professional attitude can be developed regularly. What do you do through this activity? to be achieved in an institution will be carried out well in improve the quality of graduates in schools.

The same thing was conveyed by AD as the Deputy Head of Student Management *directing* carried out by SMK IT Al Husna has fulfilled the function management *directing* because seeing what AD said that the principal in the concept of school program management has been carried out well, but the problem is that the principal is unable to

thoroughly monitor the implementation of the program at school because of his presence there are not many at school, of course this is an obstacle because the headmaster The school does not see the progress of the overall development of the school.

5) *Coordinating* Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.

Coordinating is a synchronization and integration activity activities, responsibilities and arrangements or control orders for ensure that organizational resources are used most effectively to pursue a defined goal. Among monitoring organizations and control, coordination is one of the main functions of management. *coordinating* has become one of the most important elements as one of the efforts to link various activities. This coordination is a collaborative effort so that several agencies can complement each other, help each other, as well as complement each other carried out by several units, agencies, bodies, schools, or institutions in carrying out their duties (Hamengkubuwono et al., 2020)

In accordance with what has been conveyed by AT as the head of the school in

the coordination system carried out by the school, it is in accordance with the management principle where as a step in implementing school programs, schools should have references so that school programs are directed. Al Husna IT Vocational School has carried out coordination properly and correctly. It was reinforced by what AD said as a student representative that the role of the principal in making policies ran smoothly so that in the *Coordinating* was very important that the educational institutions that were managed run as expected, of course the programs carried out were based on the school's vision and mission to improve the quality of graduates of SMK IT Al. Husna.

In line with what Akyuni said in the study, it was explained that in order to achieve the goals of education to the maximum, it is necessary to have good organizational coordination. With this, the authoritarian attitude or showing excessive power of a principal can be minimized, so that the atmosphere in education management can take place democratically with the active role of all teachers, staff or other stakeholders. In Islamic teachings, a position must be given to someone who can be trusted, as well as a leader position must be filled by someone who has good managerial skills and sufficient intellectuality. (Akyuni, 2018)

6) **Reporting Quality Management of Character-Based Graduates At the SMK IT AL Husna Vocational School in the Industrial Revolution 4.0 Era.**

Reporting is reporting that is made regularly which is the responsibility of a leader regarding the development and progress or setbacks of an institution led to parties who have an interest in the institution. Therefore, regarding this matter, a leader in an institution needs to manage and get clear reports from various people who have responsibilities from the institution he leads.

The implementation of reporting at the SMK IT Al Husna Vocational School can be seen from the information from FJ as the representative of the curriculum that the school is currently reporting regularly, although it is not optimal. However, as school management that is directed and becomes part of the duties of representatives of the curriculum field, this is important in preparing professional teachers, of course, this is a strategy in improving the quality of graduates at SMK IT Al Husna because this progress will have an impact on the quality of graduates.

It can be seen that *reporting* or reporting has a fairly broad scope, including the various results that have been achieved and the activities carried out must be *recorded* so that everything can be clearly detailed. So in its implementation it is necessary to collect data in the form of research, as well as efforts to check on the conditions in the field and its development in the form of inspection activities.

This is in line with what has been conveyed by the principal of the SMK IT Al Husna Vocational School that in reporting usually all representatives and teachers must include their documents, including minutes, minutes and attendance lists,

including implementation documentation as evidence of program implementation, both administrative and financial issues. Thus the SMK IT Al

Husna Vocational School is one that has carried out *Reporting* in accordance with the management function.

In line with what Teguh Triwiyanto said in his research, he stated that there are types of reporting that must be detailed as well as possible in schools, including reports on learning processes and outcomes that must be carried out into routines, and no less important are funding or financial reports that are input and used. By using the principles of transparency and accountability, namely by using the formats that have been created and carried out online, the financial reporting of the institution is carried out quarterly.

The elements that become the object of reporting in general include incoming funding, utilization of funds, absorption, distribution, financial and funding directions, problems that occur in the school environment, monitoring and evaluation results. (Triwiyanto, 2015)

Thus it is known that reporting is an executive activity to convey information about what is going on to his superiors, including keeping himself and his subordinates informed through reports, research and inspections. SMK IT AL Husna Vocational School has carried out these activities although there are still several obstacles in its implementation because the principal's supervisory system is limited.

7) *Budgeting* Quality Management of Character-Based Graduates at SMK IT AL Husna in the Industrial Revolution Era 4.0.

Budgeting in the movement of an institution or organization can be interpreted as all activities in the form of planning, calculating, and controlling the budget. This budget is related to how the implementation of supervision and planning of finances, costs and financing, as well as the calculation of incoming and outgoing funds.

Based on data obtained through interviews with financial treasurers both at schools and foundations whose management system is carried out by schools and the Anak Soleh Mandiri Foundation (ASMA). Seeing what has been explained by the principal as well as the education division at the Anak Soleh Mandiri Foundation (ASMA) that the budgeting system implemented is in accordance with the management function of an educational institution. IT Al Husna Vocational School as a supporter of school financing also receives BOS funds as operational support in school development. As stated by AD, financial management carried out by SMK IT Al Husna is carried out with a systematic procedure involving foundation policies. BOS funds received by schools are the main support for school development considering that the operational conditions obtained from students are not sufficient so that they are supported by BOS funds, the operational needs of schools can be overcome.

In line with what Nelly said in her research, it was stated that the incoming funds obtained by schools could be sourced from the School Operational

Assistance (BOS) from the government, student tuition fees and income from donors, agencies, sponsors and infaq or alms. The existing funds are then compiled in a school spending plan prepared by the team to be later approved by the committee and the school principal. This financial budget is carried out by the school so that the funds owned by the school can be trusted to be used effectively, efficiently, in accordance with what is directly accountable for according to the budgeted fund plan. School funding accountability reports will be carried out by the government and committees, with an accountable and transparent model. The form of optimization can be realized by determining the priority scale when preparing the school budget (Nelly, 2021).

Thus the SMK IT Al Husna Vocational School has designed a good budgeting system even though the coordination system with the school committee has not gone too smoothly so that in the future this coordination can be delivered as a form of transparency in school financial budgeting.

B. Quality of Graduates Based on Spiritual Character at the SMK IT Al Husna Vocational School in the Revolutionary Era 4.0 The

Problem of declining character values is one of the serious problems that occured by students in the Industrial Revolution Era 4.0. If it is not anticipated, this worry can have bad consequences for the future generations of the nation. So the effort to inculcate quality values of graduates with spiritual character is one of the solutions needed for the future development of students.

Vocational education based on Integrated Islamic Vocational High School (IT) or Integrated Islamic School (SIT) is a spiritual character-based school where this institution not only emphasizes emotional intelligence but spiritual intelligence which is the main program in shaping the character of students. The Al Husna SMK IT Vocational School has designed an education that has a spiritual character in facing

the Industrial Revolution Era 4.0, sharing strategies and programs based on the mission and vision of the Al Husna SMK IT Vocational School.

By presenting a different education through observation and documentation as well as interviews, some spiritual characters were presented at the school to improve the quality of vocational graduates who were characterized, especially in the face of the Industrial Revolution Era 4.0.

Efforts to educate the character of spiritual values are efforts to develop so that students have good quality spiritual characters for themselves, those closest to them, society, or their nation and country which is done by instilling values and improving the quality of students themselves. As for the character values, as conveyed by Ramdhani, which states that character values in a person include the human relationship with God, the relationship with himself, the relationship between humans, their environment, and the relationship that occurs with their nation which can be formed from the mind. through love, words, attitudes, and actions that are formed by the existence of regulations originating from religion, customs, laws, culture and

karma.

Through research that has been carried out there are aspects of spiritual characteristics of students in quality assurance of graduates based on spiritual characters in the Industrial Revolution 4.0 Era At SMK IT Al Husna Lebong where there is a quality of graduates based on spiritual characters so that in the future students wiseare in making decisions, especially in attitude, namely Commitment in Aqidah, Worship in accordance with the Shari'ah, Strong Morals, Physically Healthy, Intelligent, Self-Management, Entrepreneurship, Time Management, Organized and Useful for Others are the standards of graduates. Of course, these existing characters refer to the values contained in the Qur'an and Hadith. The value of this spiritual character becomes a guide for how ideally educational institutions can develop a school in the future as expected.

5. CONCLUSION

The Industrial Revolution Era 4.0 gave birth to socio-cultural issues that caused problems to become increasingly complex, requiring proper management. A nation that has a strong character usually grows and develops and is more advanced and prosperous. So it is important that people with character values in themselves make assets for themselves in the future and assets to advance the nation. This study aims to describe and analyze in depth the implementation of quality management of graduates based on spiritual character, especially at SMK IT AL Husna Lebong as an Islamic educational institution that has shown a commitment to improving the quality of graduates in the era of the industrial revolution 4.0. Efforts to improve the quality of graduates in strategic planning of Islamic education at SMKIT AL Husna through JSIT-based program strategies by instilling ukhrowi values in every learning process through the POSDCORB management pattern (*Planing, Organizing, Staffing, Directing, Coordinating, Reporting* and *Budgeting*) as the effectiveness of implementation quality management graduates with character.

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Implementation of Quality Management of Graduates Based on Spiritual Character in the Industrial Revolution 4.0 Era at SMK IT Al Husna Lebong