# Analysis of Human Resources and Infrastructure in Supporting the Learning of Al-Qur'an

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**ABSTRACT**
*Education becomes the first benchmark of a nation's progress. Therefore, currently the Government of Indonesia continues to pursue new breakthroughs in various ways to continue to make learning can continue and develop during the pandemic period both learning innovation, procurement of supporting infrastructure, teaching methods and much more. Openings are only formal education, non-formal education serves to complement the ability of learners by providing learning experiences that are not obtained in school education. Pondok Pesantren Hamalatul Qur'an is a boarding school that prioritizes the learning of the Qur'an. The learning process is packed as tahfidz boarding school in general. As there is a wethon recitation, deposit of the Qur'an on ustadz or ustadzah, madrasatul diniyah, memorize the Qur'an quickly and so on. This research aims to analyze the availability of human resources and facilities and infrastructure in supporting learning activities in boarding schools Hamalatul Qur'an. The research was conducted by observation method, interview and document collection during the research. The results of the research can be the facilities and infrastructure in the boarding school Hamalatul Qur'an and human resources in the boarding school Hamalatul quran and all aspects that support learning activities in boarding schools. This study uses a descriptive qualitative approach.*

***Keywords***: *Learning Analysis; Facilities and infrastructure; Human Resources*

## INTRODUCTION

Education is the first measure of the progress of a nation. Therefore, at this time the Indonesian government continues to seek new breakthroughs in various ways to continue to make learning continue and develop during the pandemic, both learning innovation, procurement of supporting infrastructure, teaching methods and much more (Wardani, 2020). Opening only formal education, non-formal education serves to complement the abilities of students by providing learning experiences that are not obtained in school education (Alimuddin *et al*.,2020). Hamalatul Qur'an Islamic Boarding School is a boarding school that puts forward learning the Qur'an. The learning process carried out is packaged as a Tahfidz Islamic boarding school in general. Such as the existence of a wethon recitation, depositing the Qur'an to a cleric or cleric, madrasatul diniyah, memorizing the Qur'an quickly and so on (Shobirin & Roziqin, 2019). This study aims to analyze the availability of human resources and facilities and infrastructure to support learning activities at the Hamalatul Qur'an Islamic boarding school (Sholihah & Pertiwi, 2019).

Research conducted by Nur Indah Fadhilah (2014) entitled "The Role of Educational Facilities and Infrastructure to Support Student Learning Outcomes at Al Syukro Universal Islamic Elementary School" concludes that: (1) The procurement of facilities and infrastructure carried out by Al Syukro Universal Islamic Elementary School is by obtaining from government assistance, and by proposing the facilities and infrastructure needed in the teaching and learning process to the foundation by using a predetermined budget or with BOS funds. (2) The use of facilities and infrastructure at Al Syukro Islamic Elementary School still needs attention to the effectiveness and efficiency in the utilization of existing facilities and infrastructure at Al Syukro Universal Islamic Elementary School. (3) Maintenance of facilities and infrastructure carried out by Al Syukro Universal Islamic Elementary School is to have a special team, namely facilities and infrastructure staff, and efforts are made to maintain it by checking regularly to prevent damage (Chotimah, 2020).

From several researches from theses and journals above. It can be seen that there are similarities

and differences with the theme raised by the author. The similarity lies in the point of view of facilities and infrastructure as an educational tool that leads to supporting the achievement of the teaching and learning process (Ma'rifah *et* al., 2020). However, in previous studies, several researchers discussed that facilities and infrastructure were studied separately and were more implicative in institutions, both schools and Islamic boarding schools (Lilawati *et al.*, 2022). While this study emphasizes the influence of the management of facilities and infrastructure as a support for learning at the Hamalatul Qur'an Islamic Boarding School.

Furthermore, the reason why the author chooses the Hamalatul Qur'an Islamic Boarding School is because the author wants to see how the management of facilities and infrastructure in terms of achieving the Hamalatul Qur'an Islamic Boarding School in producing students who memorize the Qur'an in a short time. The author wants to see if there is an influence on the management of facilities and infrastructure for the achievement of memorizing the students of Hamalatul Qur'an. Thus, from these studies, it is clear where the location and position of this research is among the previous studies..

**METHOD**

This study uses a qualitative approach. According to Moleong (2011) defines qualitative methods as research procedures that aim to understand the phenomena experienced by research subjects which are behavior, perceptions, motivations and others holistically and by means of descriptions in the form of words and language in a special context. naturally and by utilizing various natural methods.

The reason for this study using a qualitative approach is because in this study the data generated in the form of descriptive data obtained from data in the form of writing, words and documents originating from sources or informants who are researched and can be trusted. The presence of researchers in this study as participant observers or participates, meaning that in the process of collecting data the researchers observe and listen as carefully as possible to the smallest ones.

The research location is the place where the research is conducted. The location chosen by the author for the study was at the Hamalatul Qur'an Islamic Boarding School, Dsn Santren, Distance Kulon, Kec. Jogoroto, Jombang Regency, East Java based on the success of the Hamalatul Qur'an Islamic Boarding School in producing students who successfully memorized the Qur'an in a fairly short time.

**RESULT AND DISCUSSION**

The Vision is Hamalatul Qur'an Islamic Boarding School endeavors to produce students who memorize the Qur'an from all walks of life, both the upper class and the lower economic class, so that they have access to appropriate and affordable Al-Qur'an learning by holding the vision of "Helping Dhu'afa Santri become Insan Kamil Pregnant Qur'an Lafdhon wa ma'nan wa 'practice"

Mission is"Simultaneous fashohah development of Hafidh and Hafidhoh"

Tahfidhul Qur'an with the concept of the role of friends"

Goals to Achieve

The objectives to be achieved as the elaboration of the vision and mission above are as follows:

- Helping students to memorize the Qur'an in a short time, which is only 6 months
- Providing free building fees and food costs so that students can focus on memorizing and learning the Qur'an without thinking about financial matters.
- Making the Tahfidhul Qur'an of the students qualified, starting from lafdhon wa ma'nan wa 'practice.

Facilities and infrastructure are very influential on the success of learning. Without infrastructure, learning objectives will be difficult to achieve. Supporting facilities and infrastructure at the Hamalatul Qur'an Islamic Boarding School are considered adequate. In this division the author will develop how the state of the existing facilities and infrastructure at the Hamalatul Qur'an Islamic Boarding School is. Because as it is known that the things that support the learning process are facilities and infrastructure.

The following is a description of the results of interviews and observations carried out by researchers at the Hamalatul Qur'an Islamic Boarding School in Jombang. Overview of the Management of Infrastructure and Human Resources at the Hamalatul Qur'an Islamic Boarding School. Overview of Facilities and Infrastructure Management at Hamalatul Qur'an Islamic Boarding School. The management of facilities and infrastructure at the Hamalatul Qur'an Islamic Boarding School is by checking inventory items once a month. In addition, daily activities that require the use of pesantren inventory will also be checked every day by the administrator on duty. As said by Salsabila as the ubudiyah section. Therefore,

the author will present in the form of a table the existing facilities and infrastructure at the Hamalatul Qur'an Islamic Boarding School.

The process of managing other inventory items such as printers and computers, etc. will be checked periodically once a month. because the parties who use it are not all students, but some administrators and clerics who live in the pesantren. Meanwhile, the distribution of new items such as blackboards, erasers, chalk or other learning needs is through the administrator to the head of the responsible study group.

The process of human resource management at the Hamalatul Qur'an Islamic Boarding School does not use a special method, it's just that some Ustadz or Ustadz are selected from students who have completed their studies at the Hamalatul Qur'an Islamic Boarding School and are considered capable of applying their knowledge to other students.

In addition to such a recruitment process, regular meetings or evaluations are also held once a week for ustadzah and administrators to discuss student learning outcomes, regarding any students who have delays in memorizing and have rapid progress in memorizing. As explained by Wanda, as one of the administrators.

> "So the clerics and administrators carry out evaluations, to discuss the students whose memorization is delayed, what if it makes them delay, or what problems they are in, etc. There are many factors. Apart from that, it also discusses the progress of students' memorization, or their skills. There is also a sudden rapid increase in memorization, well that is also sometimes discussed. Besides that, it is only for evaluation, it can be related to regulations, budgets, or goods or activities"

In human resource management, the Hamalatul Qur'an Islamic boarding school also conducts training or training for ustadz, administrators, or students. The training is in the form of yanbu'a training, or reading refinement and other special training to improve the quality of human resources at the Hamalatul Qur'an Islamic Boarding School.

Based on the results of interviews with students and clerics at the Hamalatul Qur'an Islamic Boarding School, it is stated that the method used in memorizing the Qur'an is to use several methods, namely: First, the tahsin method is a method to improve reading so that when memorizing students can easily read it beautifully. Second, to increase memorization at the Hamalatul Qur'an Islamic boarding school Jombang using the tahfidz method, which is a method of memorizing verses little by little carefully so that when memorizing they can easily read them fluently. Third, the method for maintaining memorization at the Hamalatul Qur'an Islamic boarding school in Jombang uses the takrir method, which is a method of repeating memorization that has been heard or deposited with ustadz-ustadzah whose goal is to keep the memorization from being forgotten and students can easily memorize it smoothly.

Based on an interview with one of the caretakers of the cottage, Aini stated that:

> "In addition to using the above method, students who have completed memorizing every multiple of 5 juz are required to take the sima'an exam which is listened to by the ustadzah and other fellow students. This sima'an exam is carried out in multiples of 5 juz, namely 5 juz, 10 juz, 15 juz, 20 juz and so on."

Another opinion, based on the results of interviews with the cleric of the Hamalatul Qur'an Islamic boarding school, Ustadzah Yaya stated that:

> "Actually there is no specific method or strategy in memorizing the Qur'an here, it's just that the students are required to take part in learning activities from dawn to dusk that have been prepared by the lodge. Which in the activities that have been arranged indirectly makes them easy and strengthens memorization. In addition, the students were given wirid and hizib practices to strengthen their memory. Then if there are students who cannot finish memorizing the Qur'an for 6 months. Then the santri will be transferred to another branch of the Hamalatul Qur'an cottage. "

Management of Infrastructure Facilities and Management of Human Resources at the Hamalatul Qur'an Islamic Boarding School is in several ways. In the process of managing infrastructure, all forms of inventory provided by the pesantren to be used for their use in the learning process are distributed through the management and then through the group leader as someone who is responsible for these items.

Then periodic checks are carried out, namely daily checks and monthly checks to find out which inventory needs to be replaced, repaired or still suitable for use. In the process of managing human resources, the Hamalatul Qur'an Islamic boarding school uses an ustadz ustadzah recruitment system with direct selection of students who have completed their memorization and are deemed capable enough to utilize their knowledge so that they can teach or guide other students.

It does not end there, the ustadz or clerics are also given the opportunity for training or training carried out in pesantren such as yanbu'a training and other trainings that are considered to be able to improve the performance and quality of the ustadz and clerics. So that it can print students who can memorize the Qur'an well, smoothly and correctly.

There are various methods that students use in memorizing, one of which is by using the tahsin method, namely refining and improving the reading of the Qur'an. Then to increase the students' memorization using the tahfidz method, namely the students memorize each one by memorizing one verse of the Qur'an to be memorized, so that the memorization is smooth and the students repeat the reading until the reading is memorized without looking at the Qur'an. again. Furthermore, to maintain the memorization of students using the takrir method, namely the repetition of memorization that has been memorized to ustadz-ustadzah. This method is intended so that the memorization that has been memorized by students can be maintained properly.

Based on the results of interviews, observations and documentation of the author at the Hamalatul Qur'an Islamic Boarding School. The supporting factor of the learning process is a supportive environment. So that it raises motivation in every santri when he sees his friends doing mudarosah, exams or graduation. While the inhibiting factors are the lack of self-awareness, lack of enthusiasm and the absence of the ability to divide time well from within each individual.

## CONCLUSION

Based on research on human resources and facilities and infrastructure in supporting learning at the Hamalatul Qur'an Islamic boarding school, among others; The role of human resources and facilities and infrastructure is very supportive of the learning process and learning outcomes at the Hamalatul Qur'an Islamic Boarding School, The strategy of memorizing the Qur'an for students at the female Hamalatul Qur'an Islamic Boarding School that is applied is the strategy of "multiplying mutual mudarosah which is summarized in the schedule of Islamic boarding school activities" which is summarized effectively and makes it easier for students to memorize the Qur'an, Supporting factors for students who memorize the Qur'an at the Hamalatul Qur'an Islamic Boarding School are the existence of an environment that supports both the circle of friends, the schedule of learning activities, teachers (human resources), adequate facilities and infrastructure, The inhibiting factor for students at the Hamalatul Qur'an Islamic Boarding School is the lack of self-awareness and self-motivation to study harder in memorizing the Qur'an.

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