



## Analysis of Availability of Human Resources and Infrastructure Facilities in Supporting the Successful Learning

**M Rofiq 'Asmawi<sup>1</sup>, Abd Kholid<sup>2\*</sup>**

<sup>1</sup> Islamic Education, Universitas KH. A. Wahab Hasbullah

<sup>2</sup> Islamic Tafsir, UIN Sunan Ampel Surabaya

Email: a.kholid@uinsby.ac.id

---

### **ABSTRACT**

*The purpose of this study was to determine the factors that caused the Hamalatul Quran Islamic Boarding School Jogoroto Jombang to be able to educate its students in the process of memorizing the Koran quickly. The subjects in this study were Santri Pondok Pesantren Hamalatul Quran Jogoroto Jombang, data collection used in the form of observation, interviews, documentation. The type of data analyzed produces qualitative data. The results of this study are: 1) the feasibility of human resources and infrastructure in supporting the successful learning of male students at the Hamaltul Quran Islamic Boarding School Jogoroto Jombang. 2) the effectiveness of human resources and infrastructure in supporting the successful learning of male students at the Hamalatul Quran Islamic boarding school Jogoroto Jombang.*

*Keywords: Human Resources, Infrastructure and Effectiveness of Learning Success.*

---

### **INTRODUCTION**

The Qur'an is the most basic source for Muslims, the Qur'an is the greatest and noble miracle that was revealed to the Prophet Muhammad. So it is fitting for us as part of the Muslim community to guard and glorify it, glorify and uphold the Qur'an, it is not enough just to read it with tartil and recitations but also someone who must guard it through memorizing, writing and practicing it like the companions of the Prophet's companions.

In the process of memorizing the Qur'an, of course there are factors that support the smoothness and success, both from human resources, infrastructure, methods, strategies, or having separate techniques and activities so that they can achieve the desired target, therefore feasibility and the effectiveness of these aspects. Nowadays, it has become a modern trend in people's lives, but what often happens is the high cost of Islamic boarding schools, especially those based on the Koran, which is an obstacle for some people, but there are Islamic boarding schools that provide breakthroughs or new opportunities and new hope for the middle class. down to return to realizing her desire to have sons and daughters who are able to memorize the Koran and can study the yellow book like the existing Salaf Islamic boarding school, this cottage is called Hamalatul Quran which is located in Jogoroto Jombang where there are already many students and their daughters both several layers of society without exception, starting from the lower middle class and even the upper class

### **METHOD**

The approach used by the author this time uses a qualitative approach. A qualitative approach is used to describe, describe, tell, observe, explore information, describe those related to the research that will be examined and written down. While the type of research that will be used in this research is descriptive research. Descriptive research is used to collect actual detailed data for evaluation so that in the future it can be better.

Thus, the researcher wants to describe descriptively the analysis of the availability of human resources and infrastructure in supporting the success of male students' learning at the Hamalatul Qur'an Islamic Boarding School Jogoroto Jombang.

## RESULT AND DISCUSSION

### Result

- **History of the Hamalatul Quran Islamic Boarding School in Jogorot Jombang**

The Hamalatul Qur'an Islamic Boarding School is located in Sumberbendo Hamlet, Jogoroto Village, Jogoroto District, Jombang Regency. Precisely on Jalan Raya Jogoroto No. 11, namely the connecting road between Mojoagung - Tebuireng. The founder of this cottage himself named KH. Ainul Yaqin, initially Kiai Ainul Yaqin had a desire to help relatives and children who had the potential to stay and memorize the Qur'an by helping with the costs at the pesantren. The background of the activity of the Hamalatul Quran santri was the presence of a santri from Tanjunganom Jombang, named Sufi Sulaiman. Orphans who have a strong desire to learn are left entirely to the caregivers to be educated.

- **Vision and mission of Pondok Pesantren Hamalatul Quran Jogoroto Jombang**

Helping disadvantaged students become human beings with the quran lafdhon wa ma'n'an wa 'practice

- **Interview Questions**

Table 1 Interview Questions

NO	Questions
1.	What is the background of the establishment of the Jogoroto Jombang Islamic Boarding School Hamalatul Quran?
2.	How is the feasibility of human resources and infrastructure in supporting the success of student learning at the Hamalatul Quran Islamic Boarding School Jogorto Jombang?
3.	How is the management of human resources and infrastructure at Pondok Hamalatul Quran Jogorot Jombang?
4.	How is the effectiveness of human resources and infrastructure in supporting the success of student learning at Pondok Hamalatul Quran Jogoroto Jombang?
5.	How is the employee recruitment system at the Hamalatul Quran Islamic Boarding School Jogoroto Jombang, both from kitchen staff teachers and others?
6.	How many human resources are there at the Hamalatul Quran Islamic Boarding School Jogorto Jombang?
7.	What and how many facilities and infrastructure are there in Jogoroto Jombang Islamic Boarding School?
8.	What are the shortcomings of the existing human resources and infrastructure at the Jogorto Jombang Islamic Boarding School?
9.	What are the advantages of human resources and infrastructure at the Hamalatul Quran Islamic Boarding School Jogoroto Jombang?
10.	Is the Hamalatul Quran Islamic Boarding School Jogoroto Jombang growing rapidly because of its human resources and infrastructure?

### Discussion

- **Feasibility of Human Resources and Infrastructure at Pondok Pesantren Hamalatul Quran Jogoroto Jombang**

- **Human Resources**

Human Resources at the Hamalatul Quran Islamic Boarding School Jogorot Jombang can be said to be decent but inadequate when compared to other Islamic Boarding Schools because they are still very young, but some of the sources we met said they were adequate compared to previous years.

It can be said that it is not feasible because the number of educators or badal teachers who are tasked with guiding the tahfidul quran is not commensurate with the existing students because according to the informant the number of badal teachers is about 40 people while for the students themselves there are around 600 people to live in the main dormitory.

There are two types of 40 teachers, the first is badal teachers, badal teachers are senior students who accompany students who are still learning to memorize the Koran.

While the second type is the book teacher, for this book teacher there are only 5 people out of the total existing teachers.

- **Facilities and infrastructure**

In the learning or process of memorizing the Al-Quran at the Hamalatul Quran Islamic Boarding School there are not too many existing facilities as well as the facilities and infrastructure that we often encounter in other Islamic boarding schools, it is because here we do not prioritize facilities and infrastructure in supporting learning.

**Table 1** For local or the building itself there are 6

NO	QTY	FACILITIES AND INFRASTRUCTURE
1.	1	Canteen
2.	1	Islamic Prayer Room
3.	1	Management Office
4.	1	Hall
5.	1	Cooperative
6.	11	Student Room

**Table 2** halaqoh for the learning process of the students

NO	QTY	FACILITIES AND INFRASTRUCTURE
1.	1	Canteen
2.	1	Islamic Prayer Room
3.	1	Babysitting Room Or House
4.	1	Hall
5.	1	Cooperative
6.	8	Bedroom
7.	1	Flats Consisting Of 3 Rooms
8.	1	Kitchen Space
9.	20	Bathroom In Every Building
For Its Own Operation The Hamalatul Quran Islamic Boarding School		
10.	3	Car
11.	5	Motorcycle
12.	10	More Or Less The Management Division

**Table 3** there are 8 buildings here

NO	QTY	FACILITIES AND INFRASTRUCTURE
1.	1	Canteen
2.	1	Islamic Prayer Room
3.	1	Management Office
4.	2	Student Room Building
5.	1	Cooperative
6.	1.	Kyai's Residence
7.	1	Kitchen Space

- **The Effectiveness of Human Resources and Infrastructure in Supporting the Success of Students' Learning at the Hamalatul Quran Islamic Boarding School Jogoroto Jombang.**

- **Human Resources**

the interview we did with Ust. Muham as the head of the education section, he conveyed, "In my opinion, human resources are very effective and important in the learning process here because without effective human resources to use, it is possible that activities at this boarding school will not run, thus making students experience problems in the process of memorizing the Koran, human resources here managed by the boarding school itself without involving from outside parties and there are no special staff, what is meant by human resources here are educators, employees and students".

However, the most important part that supports the success of students in

memorizing the Qur'an is not in the human resources department but in the muroqobah system. Muroqobah itself is a system or method of getting used to reading the Koran regularly and Istiqomah 5 juz after the dhuha prayer so that it speeds up and is very supportive in the success of learning to memorize the Koran.

- **Facilities and infrastructure**

Success in memorizing the Koran is actually determined by many factors, one of which is also from the facilities and infrastructure what is more influential and dominant is the santri, that he really wants to memorize or not because it can't be covered that memorizing the Al-Quran is also not easy, therefore it takes perseverance, patience and persistence, it can be seen that success in learning at a boarding school Mahalatul Quran Jogoroto Jombng is not based on existing facilities and infrastructure.

## CONCLUSION

- Human resources at the Hamalatul Quran Islamic Boarding School Jogoroto Jombang are an important component that must exist, because they help support the success of students' learning to memorize the Al-Quran, its existence itself can be said to be quite decent and good.
- The existing facilities and infrastructure at the Hamalatul Quran Islamic Boarding School can also be said to be quite adequate and good for the needs of a class of Al-Quran memorizing cottages, because there are not many activities that require a lot of facilities and infrastructure. This greatly affects the success of learning for the students of the Hamalatul Quran Islamic Boarding School Jogoroto Jombang to memorize the Al-Quran, so the most prominent and most influential is the method of the memorization process.

## REFERENCES

- Eric, A. & Augustinus, S. (2013). Pengelolaan Dan Pengembangan Sumber Daya Manusia Pada PT. Aneka Sejahtera Engineering. *Jurnal Manajemen Bisnis Petra 1*, 1(2).
- Irfan, F. (2016). Problematika Menghafal Al- Qur'an (Studi Komparasi Di Pondok Pesantren Tahfidzul Qur'an Hasan Patihan Wetan Dan Pondok Pesantren Nurul Qur'an Pakunden Ponorogo). Institut Agama Islam Ponorogo. [Thesis]. <http://etheses.iainponorogo.ac.id/1866/>
- Ni'mah, K. (2016). Metode Menghafal Al-Qur'an (Studi Komparasi Pondok Pesantren Sabilul Huda Banyubiru Dan Pondok Pesantren Nazzalal Furqon Salatiga). Institut Agama Islam Negeri Salatiga. [Thesis]. <http://e-repository.perpus.iainsalatiga.ac.id/1456/>
- Ummi, C. N. (2018). Telaah Maknah Akl Pada Ayat Al-Riba di Dalam Al-Qur'an (Kajian Tafsir Tematik). Institut Agama Islam Ponorogo. [Thesis]. <http://etheses.iainponorogo.ac.id/2649/>
- Ayu, A. K. (2015). Meningkatkan Minat Belajar Siswa Dalam Membuat Hiasan Pada Busana (*Embroidery*) Melalui Model Pembelajaran Kooperatif Tipe *Numbered Head Together* Di Smk Karya Rini Yogyakarta. Universitas Negeri Yogyakarta. [Thesis]. <https://eprints.uny.ac.id/19924/>
- Dedy, A. (2020). Efektivitas Manajemen Sumber Daya Manusia Dalam Peningkatan Mutu Sekolah Di Sekolah Luar Biasa Muaro Jambi. Universitas Islam Negeri Sulthan Thaha Saifuddin Jambi. [Thesis]. <http://repository.uinjambi.ac.id/5269/>
- Purwita, E. (2014). Faktor-Faktor Yang Mempengaruhi Keberhasilan Belajar Mahasiswa Pendidikan Matematika Dengan Regresi Logistik. Universitas Muhammadiyah Purwokerto. [Thesis]. <http://repository.ump.ac.id/6623/>
- Juhariyah. (2014). Pengaruh Manajemen Sumber Daya Manusia Dan Sarana Prasarana Terhadap Motivasi Belajar Siswa (Studi Pada Sekolah Dasar Negeri Di Kecamatan Lakbok Kabupaten Ciamis). *Jurnal Ilmiah Mahasiswa Pascasarjana Administrasi Pendidikan*. 2(1). 37-42.
- Engga, M. S. (2019). Pengaruh Kompetensi Sumber Daya Manusia (Sdm) Terhadap Kinerja Karyawan (Studi Kasus Di BMT Arsyada Kantor Cabang Gaya Baru VIII). Institut Agama Islam Negeri (Iain) Metro. [Thesis]. <https://repository.metrouniv.ac.id/id/eprint/1200/>
- Rona, F. I. (2019). Pengelolaan Sarana Dan Prasarana Di Mtsn 1 Bandar Lampung. Universitas Islam Negeri Raden Intan Lampung. [Thesis]. <http://repository.radenintan.ac.id/6761/>
- Sinta, K., Husni., & Saepul, M. (2019). Pengaruh Kualitas Sarana Dan Prasarana Terhadap Minat Belajar Siswa Dalam Pembelajaran Pendidikan Agama Islam. *Jurnal Penelitian Pendidikan Islam*. 7(1). 114-126.

- Tiwi, H. (2020). Peran Manajemen Sumber Daya Manusia Dalam Meningkatkan Kinerja Karyawan Bprs Mitra Agro Usaha Bandar Lampung Dalam Perspektif Islam. Institut Agama Islam Negeri (Iain) Metro. [Thesis]. <https://repository.metrouniv.ac.id/id/eprint/3453/>
- Wasik, N. M. (2020). Manajemen Pembiayaan Pendidikan Pondok Pesantren Tahfidzul Qur'an (Studi Kasus Di Pondok Pesantren Hamalatul Qur'an Jogoroto Jombang). Institut Agama Islam Ponorogo. [Thesis]. <http://etheses.iainponorogo.ac.id/12594/>
- Umar, S. Dr. M. Ag., Miftachul, M. C. Dr. Ma., & Anwar, M. Dr. M. Ag. (2019). Metode Penelitian Kualitatif Di Bidang Pendidikan. Institut Agama Islam Ponorogo. [Thesis]. <http://repository.iainponorogo.ac.id/484/>