Principal Managerial Skills in Development Religious Culture at State Elementary School 15 Air Kumbang

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Abstract .. This study aims to determine and describe the principal's managerial skills in developing a religious culture at SD Negeri 15 Air Kumbang. The method used is a qualitative method. Data collection techniques use observation, interviews and documentation. The results of the study can be concluded that the Management of the Principal of SD Negeri 15 Air Kumbang in developing a religious culture is through planning, organizing, implementing, supervising and evaluating. The management carried out by the Principal of SD Negeri 15 Air Kumbang includes: first, the implementation of daily activities in the form of: providing exemplary behavior/examples, reprimands/advice, conditioning the environment that supports character education, routine activities/character habits, and mentoring and supervision activities for character education. Second, the management of the principal of SD Negeri 15 Air Kumbang through programmed activities in the form of: Imtaq activities before starting lessons and completing the Al-Quran every month, dhuha prayer activities, dzuhur prayers in congregation. Third, the Management of the Principal of SD Negeri 15 Air Kumbang through learning activities. In learning activities, religious culture must be implemented which includes the preparation of plans and learning tools that contain religious values.

Keywords: Managerial, Principal , Religious

1. BACKGROUND

Education is an effort that can accelerate the development of human potential to be able to carry out the tasks assigned to him, because only humans can be educated and educated, education can affect the physical, mental, emotional development, as well as human faith and piety. The values of virtue need to be instilled and exemplified so that they can be internalized in the personality of students which will then form noble and Islamic behavior in accordance with the goals of national education as stated in the law (Syaifudin, 2019).

The resilience of the principal will create a quality and competitive school. This resilience illustrates that the principal has (1) technical strength in implementing management functions; (2) human strength in utilizing the social potential of the school; (3) educational and leadership strength; (4) symbolic strength, namely the interaction of symbols of professional position ties; (5) cultural strength as a value system oriented towards a culture of quality and high work ethic. All of this is called the leadership strength of the principal in implementing school management functions, namely planning, organizing, motivating, coordinating, supervising, and controlling. (Matahir, Masaong, & Arsyad, 2019)

Principals have a unique position and responsibility to shape and model the values they want to implement in their school culture. As leaders, they pave the way for forming strong relationships within and outside the school community. A school's capacity to address a crisis

can depend on their ability to mobilize the larger community, and leverage a broad network of partners to provide resources when needed. One of the developments of a positive culture is religious culture (Mangilit-Cruz, 2021)

Religious culture is part of organizational culture or school culture that emphasizes the role of values. Values are the foundation in realizing a religious culture. Without strong values, it is very difficult to form a religious culture. The value of diversity or religion comes from religion and is able to penetrate the human soul. The values of diversity must always be instilled in an educational institution in order to create a strong religious culture (Ubabuddin, Nasikhah, & Subowo, 2021)

2. THEORETICAL STUDY

Skills Managerial

Skills or *skills* can be interpreted as abilities, namely the ability of a person to carry out various types of cognitive activities or required in an effective way (Yulk, 2021). Management is defined as a process because all managers, regardless of their special abilities or skills, must carry out certain interrelated activities to achieve their desired goals. The process consists of management activities, namely planning, organizing, directing and supervising. (Widiana, 2020)

Managerial skills are the ability to carry out and complete managerial tasks, namely planning, organizing, leading, and controlling the implementation of the organization to achieve certain goals. (Siagian, 2019) and according to Syafrida Hafni Sahir, et al (2020) managerial skills are the skills to organize, coordinate and move subordinates towards achieving the goals set by the organization. Managerial skills do not just appear. This ability is born from a long process that occurs slowly through the process of observation and learning.

Definition Head School

The principal can be defined as a person who is tasked with leading a school where the teaching and learning process is carried out or a place where interaction occurs between teachers who give lessons and students who receive lessons (Wahjosumidjo, 2020)

The principal is a leader who uses his abilities, attitudes, instincts, and personality traits that are able to create a situation, so that other people he leads can work together to achieve goals. A manager (management leader) is a leader who carries out tasks based on the basic principles of management, namely planning, organizing, implementing and controlling so as to be able to create a situation where other people he leads work together to achieve goals (Farida, 2022)

Religious Culture

School culture is something that is built from the results of the meeting between the values *adopted* by the principal/madrasah as a leader with the values adopted by the teachers and employees in the school. These values are built by the thoughts of humans in the school/madrasah. These human thoughts then produce organizational thoughts. From the organizational thoughts, values that are believed together emerge, and then these values become the main material for forming school culture. From this culture, various symbols and real actions that can be observed and felt in everyday school/madrasah life (Sandi, Mahmudah, & Nasaruddin, 2022)

According to Sagala (2020), school culture usually tends to lead to the ideas and thoughts of the leader, in this case the principal or the leader of the foundation that oversees the school. School culture *functions* as a glue that unites people in the school environment. School culture is expected to be the spearhead of the institution's success in carrying out educational processes to achieve common goals in carrying out processes to achieve common goals in Islamic education, namely Muslims who are IPTEK and IMTAK. Because the goals of Islamic education are (1) Educating pious individuals by paying attention to all dimensions of their development: spiritual, emotional, social, intellectual, and physical (2) educating pious members of social groups, both in families and Muslim communities (3) educating pious individuals for the larger human society.

3. RESEARCH METHODS

In the study "Managerial Skills of the Principal in Developing Religious Culture at State Elementary School 15 Air Kumbang" using a descriptive research method with a qualitative approach. This method is used by researchers in describing the results of research during their time at State Elementary School 15 Air Kumbang.

4. RESULTS AND DISCUSSION

Research result

Until moment This In 2024, SDN 15 Air Kumbang , Air Kumbang District , Banyuasin Regency . With PTK conditions with PNS and P3K status. according to profile data Unit Education . When This is SDN 15 Air Kumbang Lead By Head School in the name of Sumardi , S.Pd.SD.

Table 1 Profile of State Elementary School 15 Air Kumbang

1. School Identity						
1	School name	:	SDN 15 AIR KUMBANG			
2	NPSN	:	10644664			
3	Educational level	:	SD			
4	School Status	:	COUNTRY			
5	School Address	:	NOBLE ROAD			
	RT / RW	:	7	/	0	
	Postal code	:	30962			
	Ward	:	Mr. Budi Mulyo			
	Subdistrict	:	Air Kumbang District			
	Regency/City	:	Banyuasin Regency			
	Province	:	South Sumatra Province			
	Country	:	Indonesia			
6	Geographical Position	:	-2.8393	Latitude		
			105.0163	Longitude		
3. Supplementary Data						
7	School Establishment Decree	:	474.4/132/BM/AK/2030			
8	Date of Establishment Decree	:	2004-01-12			
9	Ownership Status	:	Local government			
10	Operational Permit Decree	:	543 YEAR 2015			
11	Date of Operational Permit Decree	:	2015-07-07			
12	Special Needs Served	:				
13	Account number	:	1673010642			
14	Bank Name	:	South Sumatra-Babel			
15	KCP Branch/Unit	:	base camp			
16	Account in Name	:	SDN 15 Air Beetle			
17	MBS	:	No			
18	Collecting Contributions	:	No			
19	Nominal/student	:	0			
20	Taxpayer Name	:	SDN 15 AIR KUMBANG			
21	Taxpayer Identification Number	:	002730471314000			
3. School Contact						
20	Phone number	:	081377671545			
21	Fax Number	:				
22	E-mail	:	sdn15aka@gmail.com			
23	Website	:	http://www.sdn15aka.sch.id			
4. Periodic Data						
24	Event Time	:	Morning/6 days			

25	Willing to Accept the Boss?	:	Yes
26	ISO Certification	:	9001:2008
27	Power Source	:	PLN
28	Electrical Power (watts)	:	0
29	Internet Access	:	500 Mb
30	Alternative Internet Access	:	There isn't any

The vision of State Elementary School 15 Air Kumbang, Banyuasin Regency is: "To create a generation of students who are intelligent, religious, and have noble morals as lifelong learners who have character, are innovative, and achieve."

The indicators for achieving the vision according to the variables include:

a. A lifelong learner who is intelligent, religious and has noble character.

b. A generation that has the motivation to always learn and develop themselves. Character, implementing the Pancasila Student Profile in the actualization of life.

c. Innovative, the ability of all school residents to interpret dynamic and ever-changing conditions with various challenges and obstacles becomes a gap in developing themselves to find appropriate, useful and appropriate solutions to current conditions and prepare for the future.

d. Achievement, as the end result of a process, achievement is a measure of a process. Achievement is not only about cognitive ability in the achievement event but more about the success of finding one's own abilities, developing talents and useful life skills.

In the implementation of student activities, the principal of SD Negeri 15 Air Kumbang always suggests and directs teachers to accompany and supervise their students. For example, in the activity of getting used to praying dzuhur in congregation, teachers accompany students from their ablution until finishing praying dzuhur in congregation and practicing preparations for the flag ceremony every Monday. The results of the interview conducted by the researcher with the resource person as the Principal of SD Negeri 15 Air Kumbang are as follows

Table 2 Supervision Develop Culture Religious

FocusResearch	Findings
Supervision carried out in developing religious culture at SD Negeri 15 Air Kumbang	Accept report from guarantor answer activity And I direct do supervision in the field , as form seriousness I in reach objective vision And mission school . Next as Effort identify available facilities . .

assessments are held every day after a joint prayer with the teachers, on that occasion the principal or teacher can submit suggestions or small problems that can be handled directly. In addition, there is also a weekly assessment to evaluate activities for one week.

Then monthly, semester, and annual meetings to evaluate and follow up on findings/problems that occur.

Discussion

Based on the results of interviews and documentation conducted by researchers, as stated in CHAPTER I, the purpose of this study is to determine and describe the principal's managerial skills in developing religious culture at SD Negeri 15 Air Kumbang . To analyze the data, there are several stages that need to be carried out, namely classification, filtering and then concluding the data received.

The manifestation of religious culture in schools also has an impact on the school itself. The manifestation of religious culture in schools will have an impact on the popularity of the school and increase the level of trust and interest of the community in sending their children to school. According to (Sahlan, 2020:89) the habituation of an activity in schools that has religious values should be a school policy. Educational institutions that offer general knowledge and religious values will have an appeal to the community.

In general, the principal also functions as an enhancer of the quality of education. With the presence of the principal of SD Negeri 15 Air Kumbang in carrying out supervision, the following benefits are obtained; *first,* teachers feel helped to carry out their duties, *second,* creating a harmonious atmosphere between the principal and teachers and students, *third* improving the performance of the principal of SD Negeri 15 Air Kumbang and teachers, *fourth* encouraging the realization of the school's vision and mission.

Thus, there are several inhibiting factors that must be resolved by teachers and parents of participants in the formation of students' religious character. So that they are willing to rise from their laziness so that they always participate in religious activities at school and are smart in choosing friends who are considered good for them, so that they move towards something better.

5. CONCLUSION

Based on the results of activities carried out by researchers at SD Negeri 15 Air Kumbang regarding the principal's managerial skills in developing religious culture, the following conclusions can be drawn:

1. The vision and mission of the Principal of SD Negeri 15 Air Kumbang which he wants to realize in the form of the Vision is implemented by the principal which is aimed at building a religious culture that is in accordance with the character of Islamic teachings and in accordance with the character values developed by the government. A leader of the

Principal of SD Negeri 15 Air Kumbang must have a strong commitment to the vision and mission of SD Negeri 15 Air Kumbang

2. The management of the Principal of SD Negeri 15 Air Kumbang in developing a religious culture is through planning, organizing, implementing, supervising and evaluating. The management carried out by the Principal of SD Negeri 15 Air Kumbang includes: *first,* the implementation of daily activities in the form of: providing role models/examples, reprimands/advice, conditioning an environment that supports character education, routine activities/character habits, and mentoring and supervising character education activities. *Second,* the management of the Principal of SD Negeri 15 Air Kumbang through programmed activities in the form of: Imtaq activities before starting lessons and *completing* the Al-Quran every month, dhuha prayer activities, dzuhur prayers in congregation. *Third ,* the Management of the Principal of SD Negeri 15 Air Kumbang through learning activities. In learning activities, religious culture must be implemented which includes the preparation of plans and learning tools that contain religious values.

3. The obstacles faced in this research process are the time available and the ability of resources (respondents) in understanding the sentences and language submitted by the researcher, so that the researcher must always repeat the interview , while the challenge in developing a religious culture at SD Negeri 15 Air Kumbang is one of the main factors is the existence of laziness and efforts to reduce students' laziness and create a religious environment in the school itself .

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