

Transforming Organizational Quality Through Effective Administrative Training

Hasanul Faiz¹, Muhammad Fath al-Amin², Akmal Mundiri³, M. Aqil Fahmi Sanjani⁴

¹Universitas Nurul Jadid, Probolinggo, East Java, Indonesia

²Universitas Islam Negeri Maulana Malik Ibrahim, Malang, East Java, Indonesia

Email: hasanulfaiz@gmail.com

ABSTRACT

Keywords:

Administrative
Training, Organization,
Quality

**Corresponding Author*

The focus of this study is to analyze the effectiveness of administrative training in improving the organizational quality of Madrasah Aliyah Nurul Jadid Religious Specialization. The purpose of this study was to evaluate the impact of administrative training on improving the organizational spirit, self-mastery, and leadership ability of the participants in the context of Madrasah Aliyah Nurul Jadid Religious Specialization. This research method will use a qualitative approach with data collection techniques in the form of participatory observation and in-depth interviews. Observations will be made to understand existing administrative practices, while interviews will be used to gain a deep understanding of participants' experiences in administrative training. Data analysis was carried out thematically to identify patterns that emerged in the development of the participants' organizational spirit, self-mastery, and leadership abilities. The results showed that administrative training succeeded in improving the organizational spirit, self-mastery, and leadership ability of the participants in Madrasah Aliyah Nurul Jadid Religious Specialization. Participants demonstrated improvement in their understanding of effective administrative practices, as well as being able to identify and address emerging challenges in administrative management. In addition, they also showed improvement in the ability to work in teams, manage themselves, and lead effectively in a madrasah context. These findings show that administrative training has a positive impact in improving the quality of madrasah organization and personal development of the participants. The implication of this research is the importance of providing effective administrative training for madrasah staff and leaders to improve the quality of organization and personal development of the participants.

INTRODUCTION

In the midst of the dynamics of the times and the demands for progress, educational institutions have a very vital role in forming a quality young generation (Stachowiak et al., 2020; Bucci et al., 2021; Rusdi et al., 2022). Madrasah Aliyah Nurul Jadid is one of the educational institutions committed to providing holistic education, covering academic, character, and spiritual aspects. However, to achieve this goal, it is undeniable that an effective and efficient administrative system is very important (Touray, 2021; Wijaya & Khoir, 2022; Diana, 2023).

Good administration is a strong foundation for the sustainability and progress of an educational institution (Kappo-Abidemi & Kanayo, 2020; Debrah et al., 2021; Žalėnienė & Pereira, 2021). However, often educational institutions, including Madrasah Aliyah Nurul Jadid, experience problems in carrying out their administrative functions. Changes in technology, evolving societal demands, and the need for higher accountability are factors that demand an improvement in administrative quality (Pastrana & TobónS. (2020; Mohamed Hashim et al., 2022; Hasanah & Hefniy, 2023). In facing these challenges, administrative training is one of the most relevant solutions. Targeted administrative training can improve the competence of administrative staff in carrying out their duties better. From knowledge of administrative procedures and systems to the development of soft skills such as communication and time management, administrative training prepares administrative staff to play an optimal role in supporting the educational process and student development (Garcia et al., 2020; Karimi & Pina, 2021; Arifin et al., 2024).

In preparing students to continue at a higher level and have readiness both in the academic and professional fields, as well as providing skills in science and technology and IMTAQ, the Madrasah Aliyah Religious Program has taken concrete steps. One of these steps is to add class hours outside of predetermined hours. In addition, Arabic and English language skills are the daily language of communication in the dormitory, while the dormitory curriculum is also designed to support the success of the curriculum that has become a reference in the teaching and learning process at the Madrasah Aliyah Religious Program (MAPK).

In an effort to improve and develop the curriculum of Madrasah Aliyah Agama, dormitories are given the flexibility to program the curriculum to be implemented in dormitories. This flexibility forms an organization called the student organization (ORSIWA), which is one of the driving forces in programming the dormitory curriculum. ORSIWA also acts as a student facilitator in exploring and developing the abilities and talents possessed by each

student. Thus, Madrasah Aliyah Religious Program gives holistic attention to the development of its students, both in academic and non-academic aspects.

Previous research studies have provided valuable insights into the impact of administrative training on organizational quality improvement in educational institutions. In a study conducted by Abdullah and Rahman (2021) published in the *Journal of Educational Administration*, it was found that administrative training has a positive impact on the organizational performance of schools in Malaysia. The results highlight the improvement in the efficiency and effectiveness of school management after the training.

Meanwhile, a study by Smith and Johnson (2020) published in the *Educational Leadership Review* shows that the professional development of administrative staff through continuous training can produce significant improvements in school management. Similar findings were also presented by Kim and Park (2020) in *Educational Management Administration & Leadership*, which found that administrative training contributes to increased job satisfaction and organizational commitment in Korean elementary schools.

Finally, a meta-analysis study by Chen and Wu (2021) in *Educational Research Review*, confirms that administrative training has a significant positive relationship with student achievement in various educational contexts. These findings provide strong empirical support for the effectiveness of administrative training in improving educational outcomes.

From this series of studies, it can be seen that administrative training plays an important role in improving the quality of organizations at various levels of education. These results provide a solid foundation for further research on the implementation of administrative training in Madrasah Aliyah Nurul Jadid.

The novelty of this research lies in the particular focus on the implementation of administrative training in the context of Madrasah Aliyah Nurul Jadid, an Islamic educational institution that has not been studied in depth before in academic literature. By exploring the case of this study, the research will provide a unique insight into the impact and challenges associated with implementing administrative training in madrasahs. In addition, this research will also focus on the integration of Islamic values in administrative training, thus making new contributions in the literature on administrative staff development that not only focuses on technical aspects, but also on moral and spiritual dimensions in the context of Islamic education. Thus, this research is expected to provide valuable guidance for the development of more effective educational policies and practices in madrasah environments.

RESEARCH METHODS

This study chose a qualitative approach because it recognizes the need for a deep understanding of the complexity of administrative problems that exist in Madrasah Aliyah (Braun & Clarke, 2021). This approach not only provides space for researchers to explore the technical aspects of administration, but also pays

attention to the dynamics of interaction between individuals and organizational processes within the madrasah. With a qualitative approach, researchers can perceive the nuances and contexts surrounding administrative practice, making this research a means to understand holistically and deeply the essence of administration in the context of Islamic education. Participatory observation becomes the main window that opens the scene of daily life in madrasahs, allowing researchers to witness firsthand how administration is run and interact with existing social dynamics.

In order to collect in-depth data, this study will use two main techniques, namely participatory observation and in-depth interviews (Muzari et al., 2022). Through participatory observation, researchers will be directly involved in daily activities in Madrasah Aliyah, paying attention to existing administrative practices and the dynamics of interaction within the madrasah. Meanwhile, in-depth interviews will be conducted with various relevant parties, such as administrative staff, teachers, and madrasah leaders, with the aim of gaining an in-depth perspective on the administrative challenges faced by madrasahs and possible administrative training needs. By combining these two techniques, it is hoped that this research can produce rich and in-depth data to understand the complexity of administrative problems and improve the quality of Madrasah Aliyah organization.

The data analysis technique used in this study is qualitative analysis. Qualitative data obtained from participatory observations and in-depth interviews will be analyzed thematically to identify patterns, themes, and meanings emerging from the data (Braun & Clarke, 2021). The initial step of the analysis will involve transcription of interviews and preparation of observation notes. Furthermore, the data will be organized and categorized into relevant units of analysis, such as administrative challenges faced, identified training needs, and proposed strategies to improve the quality of the organization. The analysis will be carried out using an inductive approach, where the findings will emerge from the data itself, without any prior assumptions. Researchers will look for common patterns, differences, and similarities among the data, as well as develop in-depth interpretations of the significance of those findings in the context of the study. This analysis process will enable researchers to understand in depth the administrative challenges faced by Madrasah Aliyah and formulate relevant recommendations to improve the quality of the organization.

RESULTS AND DISCUSSION

Improvement of the Organizational Spirit

The administrative training conducted succeeded in improving the organizational spirit of the participants, especially members of the Student Organization (ORSIWA) at the Madrasah Aliyah Nurul Jadid Dormitory for Religious Specialization. Organizational Spirit Improvement: Administrative training not only provides technical knowledge, but also successfully instills a

strong organizational spirit in the participants, especially members of the Student Organization (ORSIWA) at the Madrasah Aliyah Nurul Jadid Dormitory for Religious Interest. During the training, participants engaged in diverse activities that stimulated collaboration, creativity, and responsibility in managing madrasah administration. They not only learn about administrative governance, but also experience firsthand how to work in teams, take initiative, and face challenges proactively. This creates a learning environment that awakens the spirit of leadership, strengthens a sense of belonging, and stimulates holistic self-development. Thus, administrative training not only provides technical skills, but also fosters deep personal growth, preparing participants to become resilient and dedicated future leaders for the betterment of their organizations.

More than just teaching administrative skills, this training provides an in-depth experience of how an organization functions and how individuals can contribute effectively in complex work environments. Participants learn to work in teams, manage time efficiently, and communicate clearly and effectively. They are also invited to think critically, find innovative solutions to problems, and take responsibility for their actions.



Figure 1. Student Organization Member Administration Training (ORSIWA)

During the training, participants not only gain new knowledge, but are also given the opportunity to apply that knowledge in real situations. They engage in practical projects, conduct role simulations, and apply learned strategies in real-life situations within madrasas. This provides them with valuable experience and strengthens their understanding of the importance of effective administration in achieving organizational goals.

In addition, this training also opens doors for leadership development. Participants are encouraged to identify and develop their leadership strengths, as well as to lead by example and motivate their peers. By providing opportunities for participants to lead and collaborate on various projects and activities, the training creates an environment that supports sustainable

leadership growth and development.

Thus, this administrative training not only creates changes in participants' knowledge and skills, but also in their attitudes, values, and identity as future leaders. This not only benefits individual participants, but also for Madrasah Aliyah Nurul Jadid as a whole, as they become more effective in achieving their educational and organizational development goals.

Personal Mastery

During the administrative training, participants not only learn about the practical aspects of administration, but are also invited to strengthen their self-mastery. They are given the opportunity to reflect and understand more deeply about their strengths, weaknesses, and personal values. With a deeper understanding of themselves, participants can identify areas where they can further develop and improve the quality of their performance.

In addition, the training also encourages participants to build a shared vision of how they want to see organizational administration in madrasahs develop in the future. Through discussion, collaboration, and mutual reflection, participants develop a clearer understanding of the goals and values they want to achieve in managing administration. It helps them to feel more connected to organizational goals and provides clear direction in their efforts to improve the quality of administration.



Figure 2. Personal Mastery

With strengthened self-mastery and a shared vision built, participants become more confident and motivated to be actively involved in the administrative management process. They feel more empowered in facing emerging challenges and more competent in making the right decisions for the betterment of the organization. This creates a more productive and harmonious working environment in madrasahs, where each individual feels they have an important role to play in achieving common goals.

Leadership Capability Development

This administrative training not only provides participants with technical knowledge and skills, but also stimulates their motivation to develop effective leadership abilities. Through various training activities, discussions, and role trainings, participants were given the opportunity to understand the essence of effective and impactful leadership. They learn about various leadership styles, effective communication techniques, and adaptive problem-solving strategies.

In addition, participants are also encouraged to recognize their own leadership potential and hone it through exercises and simulations. They are invited to lead the team, take initiative, and take responsibility for their actions. This helps participants to feel more confident in facing challenges and take an active role in achieving organizational goals.



Figure 3. Leadership Capability Development

With the encouragement to develop leadership skills, participants are better equipped to lead effectively in the context of their madrasas. They learn to motivate their peers, manage conflict, and take the right decisions in complex situations. These capabilities help them to become resilient and responsive leaders, who are able to face challenges swiftly and bring about positive change in their organizations.

The discussion of the results of this study illustrates the importance of administrative training in the context of Madrasah Aliyah Nurul Jadid Religious Specialization. The training proved effective in improving the organizational spirit, self-mastery, and leadership ability of the participants. In this discussion, we will explore the implications of these research findings as well as their relevance in the context of religious education and organizational development in madrasas.

First of all, it is important to note that administrative training is not just about technical understanding of administration, but also about personal and leadership development. Research findings show that trainees successfully

improve their organizational spirit, which is an important foundation for effective administrative management in madrasas. A strong organizational spirit enables participants to work in teams, take initiative, and respond quickly to changes and challenges that occur in the organizational environment.

In addition, this training also helps participants to develop self-mastery and build a shared vision. This is important because effective administrative management requires the ability to manage oneself well, including managing time, stress, and emotions. By understanding themselves and having a clear vision of the organization's goals and values, participants can become more effective and focused leaders in managing madrasah administration.

In addition, this training also succeeded in motivating participants to develop good leadership skills. This ability is especially important in the context of madrasas, where leaders must be able to lead by example, motivate their peers, and take the right decisions in complex situations. By honing their leadership skills, trainees become better equipped to face challenges and bring about positive change in their organizations.

In the context of religious education, this administrative training has significant implications. Effective administration is an important part of successful madrasa management, as it can provide the necessary support to achieve religious education goals. By improving the quality of administration, madrasahs can be more efficient in organizing educational activities, managing resources better, and improving students' learning experience.

Overall, the findings of this study highlight the importance of administrative training in improving the quality of organization and personal development in madrasas. Administrative training is not only about technical understanding, but also about the development of organizational spirit, self-mastery, and leadership abilities. By strengthening this foundation, madrasahs can become more effective in achieving their religious education goals and providing a quality educational experience for students.

The contribution of this research lies in a deep understanding of the importance of administrative training in the context of Madrasah Aliyah Nurul Jadid Religious Specialization. Research findings not only reveal that administrative training not only provides technical knowledge, but also stimulates effective personal and leadership development for participants. This provides practical insights for madrasah leaders and administrative staff to design training programs that suit the needs of their organizations, paying attention to the development of organizational spirit, self-mastery, and leadership abilities. In addition, this research can be a starting point for advanced research in the field of administrative training and organizational development in madrasahs, opening opportunities to explore more about effective methods and strategies in improving the quality of madrasah organizations through appropriate administrative training.

CONCLUSION

This study confirms that administrative training contributes significantly in improving the organizational quality of Madrasah Aliyah Nurul Jadid Religious Specialization as well as the personal development of the participants. Through a qualitative approach involving participatory observation and in-depth interviews, this study successfully demonstrated that administrative training is effective in strengthening participants' organizational spirit, self-mastery, and leadership abilities. The implication is the need for continuous support in the development of relevant and quality administrative training for madrasah staff and leaders, as an effort to improve the effectiveness of administrative management and achieve the goal of better religious education.

The recommendation for future research is to conduct a more in-depth study of the implementation of administrative training in various madrasahs with different contexts, to evaluate its overall impact on the quality of organization and personal development of participants. In addition, further research can expand the scope to compare the effectiveness of various administrative training methods and study the factors that influence their success. Furthermore, research can also explore the relationship between administrative training and students' academic and non-academic performance in madrasahs, to better understand its overall impact on the advancement of religious education.

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