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Learning Management Of Islamic Teachers In Millennial Era

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Abstract: Millennial era is closely related to technology which cause changing in thought, behaviour and social life of human being. This is happened to almost all of human life, and no nation can avoid it. There are many negative things appear if this technology is not well managed, mainly in the learning process which is tightly connected to manner and moral. One of many ways to anticipate the negative impact of millennial era is through the role of the Islamic teachers. Since it has been said in Qur'an, we have to be ready to face the technology advances. To make Islam as part of students' daily life, it needs a management system that can answer the social problems in technology through the learning process. Therefore, the application of technology in learning management is expected to be able to give a suitable learning patterns; put forwards the technology, yet not leaving the moral, ethic and culture of politeness of Indonesian, which, as the result, is in harmony with the National Education's goal.

Keywords: Learning Management, Islamic Education, Millennial Era

Preface

Teachers are the spearhead of a learning process in classes, starting with the general to the religion subjects. An effective class is depend on how a teacher preparing and managing the best learning process. The liveliness of a learning process in class is the teacher efforts on planning, organizing, implementing and evaluating in order to achieve the goals. It starts from the curriculum, the plan, and the media that is suitable with the students' need. In organizing, teachers can specify the method, strategy and model, including the application of technology. Technology has been as human needs in every aspects of life, thus the application of it in learning process should be well managed, including in Islamic subject. The proper use of technology will simplify to comprehend it . In this era, teachers should manage the subject by applying different type of media, such as internet, facebook, instagram, and make the High Order Thinking Skill (HOTS). A creative teacher will not be wasting the present era in learning process which is in line with the industrial revolution 4,0 era. A professional teacher will have proper competence. As what had been said in Qur'an, Qs Al-Isra' 17:36): "And do not pursue that of which you have no knowledge. Indeed, the hearing, the sight and the heart – about all those [one] will be questioned." This is emphasized with the Hadith of our Prophet Muhammad SAW, narrated by Bukhari: "If an affair was given to non-experts, then wait for its destruction."

Literature Review

Based on the Indonesia Law No. 14, 2015, about teachers and lecturers, at the article 10, clause (1) about teachers competence, Islamic teachers should be capable to manage the subject based on the provision. Teachers can develop themselves based on the exist

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competences. The requirement is to ask teachers to be more sensitive to the development of present science and technology, particularly the millennial era or digital era. Hence, it needs a right management and suitable with the demands.

The Definition of Management

Management is a process of planning, organizing, implementing and controlling to achieve the predetermined goals. Some researchers have more or less the same statement about Management, such as: Kamaludin (1989:3): "Management is a completion of goals through other people effort. It can be said as a process of planning, organizing, implementing and controlling to achieve the organization's goals by managing the application of human and material resources. Fattah (2008:1): "Management can be interpreted as a process of planning, organizing, leading, and controlling to achieve the organization's goals effectively and efficiently." It is inline with what Ricky W. Griffin stated, quoted by Syafaruddin (2005:41), "Management is a sequence of activities (including planning, and decision-making, organizing, leading and controlling) which are directed to the organization's resources (human, financial, physic, and information) to achieve the organization's goals effectively and efficiently." Stoner, in the Education Administration Lecturer Team, (2011:86), "Management is a process of planning, organizing, implementing and monitoring the organization member efforts and the use of other organization's resources to achieve its predetermined goals." Based on those definitions and if they are linked with the learning management, it talks about planningm organizing, implementing and controlling all activities in learning. Thus, Pidarta (2004:4) stated: "Management as the activity of integrating the education resources so that it is centered to achieve the education predetermined goals."

In more detail, management can be defined through its functions, viz.:

Planning, is a rational activity and systemic process in assigning the decision, activity or steps that will be implemented in the future to achieve the effective and efficient goals.

Organizing, to arrange the effective behavioral relationship between personals, so that they can efficiently work together and to obtain a personal decision in implementing the jobs in certain circumstances to achieve the goals and objectives. In Qur'an, QS. Al-An'am (6:165) clarifies the importance of division of work in an organization: "He it is Who hath placed you as viceroys of the earth and hath exalted some of you in rank above others, that He may try you by (the test of) that which He hath given you."

Briefing, is the effort to create a dynamic and healthy work environment that make the more effective and efficient performances.

Monitoring, is to assess a performance that based on the standards that have been made, and to refine if it is needed.

Islam always remind that people can always perform and implement their job and function as already been appointed by Allah SWT. Efendy (1996:16) stated that "Management as a knowledge and technique to take care of and manage, it cannot be separated from human's functions and duties that already been appointed by Allah SWT, among others (1) Human being as Allah SWT Khilafah, (2) Human duties as Allah SWT mandat bearer, (3) The creator and human agreement, (4) The essence of human exsistence on earth." It is clear enough that human perform therir functions based on what have been set, like wise teachers, it has to be performed based on their function as teachers.

The Definition of Learning

The term of learning is a development of the term of teaching and learning and teaching. Learning is an effort made by a teacher , or educator to teach the students. Oeamr Hamalik (2008:164) defined "Learning is a process of interaction between students (scholar) and instructor (lecturer/teacher) to achieve the learning goals, that goes on a certain place and certain level of time." Whilst based on Indonesia Laws No. 20, 2003, about National

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Education System, "Learning is an interactive process between students, teacher and the learning resources in the learning environment. E. Mulyasa, (2004:100) stated: "The essence of learning is the interaction between the students and their environment that make changes into a better behavior. Learning process occurs through the learning steps such as learning design, the implementation of learning (KBM) to achieve the competences (Cognitive, affective and Psychomotor) which is formulated into the learning goals corresponding with the submitted subject, and be actively and interactively done. In active and interactive learning needs steps, Sujana (in Muchit, 2008: 10) stated "To make the active interaction in learning and teaching process, inter alia: (a) Preinstruction, step that was made when the learning teaching process started, (b) instruction, was a step of giving the subject which could be identified by some activities, and (c) evaluating step or instructional follow up step."

Millennial Era

The term of millennial has become the main designation in present human lifestyle. The term of millennial era emerged along with the changed of human lifestyle which can be seen from their dependency in communication tools. In Millennial era, people seeking information are not using radio or tv, but using their smartphone, they are prefer to use their smartphone rather than tv or radio. This era also demand all people to dive in to the social media to introduce themselves, to increase promiscuity, and even do the scientific forums. Today generation lack of people who like to read books, writing has been seen as confusing and boring, they prefer to see pictures, because it is more interesting. Generation who loves to read, change their way of reading, they are reading through online or e-book. In millennial era, people are very easy to get information, subject of learning, channelling hobbies, but it decrease in moral and ethics. Therefore, the use of technology has to be adjusted with the needs, especially among the young generation so that they cannot be affected by the negative values. There are some toughest challenge in millennial era for teachers, such as: a) learning has to be relevan with the student's needs. Studying is more meaningful and fun when they understand the information and application that they receive with specific, concise and fast content; b) Technology can divert students attention. Millennial students are more responsive to the hightech, if teachers are not responsive, they can be considered as disturber; c) Technology can be expensive. The costs of implementing of the new technology resources in the education institution is a terrible thing; d) Millennial generation tend to be more succeed comparing with the previous generation, they have higher curiosity and trying. Millennial generation sre more realiable in working, and they have special skills in hightech; e) Millennial generation are more interested in group of career that giving satisfaction or their own goals.

Teacher Learning management in Millennial Era

In line with the digital and millennial era developoment, teachers capability or competences in developing and planning the learning is a demand that has to be done. Teacher creativities in managing the learning using the digital technology are normal and important today. The capability of Islamic teachers in managing the learning is the capability of them in planning, organzing, implementing, and evaluating the learning of Islamic subject in school. According to Sahertian (2000:134), managing the learning involves: "planning the learning teaching program, implementing the process, evaluating the process and the result, and develop the class menagement." Learning management is one of the competence based curriculum implementation. Bafadal (2004:11) stated "Learning management is every effort of the arrangement of learning teaching process to achieve the effective and efficient process." Learning management often called as the curriculum and learning management. Syaiful Sagala (2009:140) stated that "learning planning, as an effort and action of the headmaster as the instructional leader in school and the effort and action of the teacher as the learning leader

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in class, is implemented in such a way to get the result in order to achieve the school learning and program goals. Based on Bafadal (2004:11), there are 4 things that has to be done by teachers as pasrt of their effort in implementing the learning management, thay are:

1. **Planning**, is the activity to arrange the learning goals, task analyze, identify the learning need through a) drafting the annual program and semester program which include the time allocation, basic ability which want to be achieved; b) drafting of syllabus which loads the written draft developed by the teachers as learning planning for one semester and used as the professional responsibility to the institution, colleagues, students and public; c) drafting the learning implementation or RPP need to be developed to coordinate the learning components which are paseed down from the syllabus and applicative in classa, accomodate KD to be achieved, success and learning indicators, subject matter, steps of learning scenarios, and assessment.
2. **Organizing**, is the activity that involve with the organizing and connecting the learning resources, that can create the learning goals with the most effective, efficient and economic ways. In organizing, teachers can choose the right teaching tactic, choosing the right audio visual tools, choosing the right strategy to communicate everything which becomes an obstacle.
3. **Leading**, is motivating, encouraging and stimulating students, so that they will be ready to create the learning goals. Ivor (1991:218) stated: “Leading is teachers job to motivate, encourage, and guide students so that they will be ready to achieve the agreed learning goals.” Teachers leadership in learning determine the success of students learning. Encouragement and passion need to be done by teachers. Ivor (1991:291) added “without teacher leadership there will be no right monitoring and evaluation for determined learning goals. Control is a job done by teachers to specify the functions of the leader’s organization and has been successfully implemented to achieve the determined goals.
4. **Supervising**, is an activity to determine the function in organization and leading has been successfully achieve the formulated goals. If the goals have not been achieved, teachers need to re-assess and re-manage the situation.

In the learning impelementation of curriculum 2013, the learning goals is adjusted with the development and approach of working world, therefore the emphasis is directed to the character education, this is suitable with the millenial era. The capability in using the hightech has to be followed by the Indonesian Character based on Pancasila. The learning in millenial era should be strengthen students in heart, intention, sense and body manner, so that students can compete in a healthy way in any condition and situation. Learning management especially for the Islamic education, needs special ways, so that the meaning of the religion embedded in the students lifestyle, that there will no need an order to do the religious rituals. Thus, it has been aware of that knowledge is not to be memorized but to be used in life, in that way every students understand that materials are not to achieve goals but it is the tools. Therefore, teachers need to be out of the box, doing something unusual, to bring up the creativity needed to develop the studentsn potency. Besides that, this era is remarked by the increasingly sophicticated digitalization process. If we cannot be able to adapt to create a beyond the technology sophisticated generation, then they will be run over their own era. Thus, as teachers, we have to have a hight adaptability, capable in think far ahead, beyond the technology sophisticated today. If it is understood deeper, Curriculum 2013, in fact it helps teachers a lot in upgrading the self and students creativity. Hence, in managing the learning, itis better to create the interactive, inspiring, fun, challenging, and motivating learning environment so that the students can actively participate, and give enough space for initiative, creativity and independence based on their talent, interest and the development of physic and psychology of students. In relation with the revolution of 4.0, as teachers there are some things need to reck (quoted from <https://www.nu.or.id/post/read/99445/guru-cerdas-di-era->

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[milennial](#)), those are: **First**, knowing students deeper. The emerge of generation from the Baby Boomers until the Google Kids, become an initial step to understand that the era has been change. Teachers and students already enter the 21st century. Teachers need to understand the 21st century students, where they have had skills associated with technology, such as ICT Literacy Skills, consisting of (1) technology and media literacy; (2) Effective Communication; (3) Critical thinking; (4) Problem solving; (5) Collaboration. **Second**, Learning Paradigm innovation by developing the authentic learning. Referring to the definition of learning in National Education System Laws, 2003, that: "Learning is a process of interaction between teachers and students and the learning resources in learning environment." The 21st century learning environment need to be developed through the instructional system which has to consider the wider external environment than just the class or school environment. Meaning, teachers in school need to create the learning goals that can build the students competence which corresponding with the needs in future. If before, we know the Contextual Teaching Learning (CTL) model, that is learning from real things, this time students need to be invited to learn from reality, not only from the real things. This is because the digital revolution is not only in physical form, but also in term of way of thinking, i.e. doing new things with new ways which fully use the power of technology and media. Learning not based on the subjects, but based on problems. **Third**, It needs to redefine the class management. Millennial era education paradigm encourage the equal of teachers and students in managing the learning information. Teachers are no longer as the only learning resources, yet the needs of teachers still very large, due to the cognitive, affective and psychomotor category not yet fully able to be taught through technology. Affective and psychomotor become the category that still need teachers' "hands". If in the past teachers are facilitators, it seems today teachers need to transform become leaders in the education process in class. Eventhough they loose by machine and their own students, yet there are things that cannot be replaced of the teachers role, they are exemplary attitude and its derivatives, such as: empathy, affection, care and other commendable nature. From this exemplary, teachers can still influence and teach students. Students can evolve by giving them the chance and trust to lead. **Fourth**, literacy culture becomes the 21st century precondition which need to be noticed. The establishment of human resources literacy is the main effort to enlarge someone capacity to produce based on information. According to H.A.R Tilaar (1997:275), "The development of human resources is not only to increase the human productivity as tools or economic facilities, but also mobilise and the use of all human potencies in whole aspects in order to increased more quality of standard living. Millennial generations have bigger curiosity and bigger a sense of sharing. It can be seen from the spread of hoax which has ruined the public order in society. The motive of a person to spread hoax is basically wants to tell others about new information and becomes the first to spread it. However, if it is not followed by the good literacy culture, the critical thinking of students are not functioning. Abdul majid (2005:130) stated "Islamic education was defined as an effort to develop and nurture students so that they always understand the Islamic teachings as a whole." Then appreciate the goals, and in the end can implement and make Islam as principle of life. Therefore, religious education is linked with the basic of akhlak, moral, devotion, and faith in every individu, so that students can have the knowledge and skills to apply every form of the religious regulation. More concretely, religious education is the realization of youth revolution in this millennial era. That is why religious teachers, in learning management, need to integrate the change values with the religious values in the educational world, where the moral improvement process of millennial generation, can be started by be creative in using the technology as the learning media in students' character values planting. The deviation which is happened to the students in using the technology in the learning process is because of the teachers are less sophisticated compared to the students. Due to the condition, teachers,

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especially the religious teachers, have to be capable to integrate all the religious subjects in technology form. So that students can have balance between knowledge and their spiritual skills. If this situation is done continuously, then their realization of students attitude which is integrated with faith and ahlakuk kharimah in restrain the amoral action for the millennial generation comes true.

Closing

Managing the learning in millennial era is not an easy things to do, especially is related to moral and ethic values. Therefore, the role of teachers in learning management have to pay attention to the need of students in the millennial era, technology progress has to be addressed with the positive values so that the use of it in learning can give change in the students to a better way. In the millennial era, the technology progress is part of the importance thing in human life, that is why it needs a supervision in its use, particularly to the students, so they are not fallen out in to the amoral action. The role of teachers, especially the religious teachers, become more mainstream in applying the morality and noble character educations, because, in essence, a child needs physical strength, science sense, moral education, feeling, will, taste and personality, that in deeper a student is useless if he/she has high education without a good character.

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