Education System Relationship, Education Management, With Educational Worker Satisfaction

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Abstract: This research is a quantitative research with a survey method. The sampling technique uses a probability sampling technique with a total sample of 67 education personnel. Hypothesis testing uses path analysis with a significance level of $\alpha = 0.05$. This study resulted in ten conclusions, namely, among others: 1). There is a relationship between the education system (X1) and the job satisfaction of educational staff (Y). 2). There is a relationship between education management (X2) and educational staff job satisfaction (Y). 3). There is a relationship between the education system (X1) and education management (X2) with the job satisfaction of educational staff (Y).

Keywords: Education System, Education Management, and Job Satisfaction

INTRODUCTION

Implementation of Education which aims to make life lead to a better civilization than the past. Therefore all educational activities are aimed at achieving this. All efforts made in the implementation of education will be useless if the educational process is not directed and does not have clear goals about what is to be achieved. Quoting the opinions of mukhtar and hapzi cited by (Dupni & Rosadi, 2021).

he argued that Education is one of the fields that has an important and strategic role in the development of a nation. It has even become a dominant factor in the process of increasing the intelligence of the nation's life. An important issue that needs to be highlighted is whether education policy is part of public policy or education policy is public policy. This problem is important because it is related to positioning education in the context of public sectors which must be managed seriously and the high level of urgency for the government in setting priorities for development programs according to Bakry policies do not only regulate operational systems internally, they also regulate matters things related to conceptual functions between systems that determine the progress or decline of a nation. For this reason, policy makers are needed in the proper management of educational institutions. (Dupni & Rosadi, 2021).

The implementation of Islamic educational institutions as an organizational system is obliged to apply quality-based management to be able to compete amidst the increasing complexity of pressure from other educational institutions and the current digital era 4.0. Quality tertiary education human resources have a strategic role in achieving graduate competency standards. This is the toughest challenge for educational staff managers in institutions to prepare human resources who are smart, have noble character, are religious people, are skilled and are able to compete both domestically and internationally in the field of knowledge they practice. (Darwisyah et al., 2021).

If it is revealed further about competitiveness, of course it relates to how the quality of institutions and marketing, both of which are very much determined by public or community trust. An increasingly advanced society in terms of broadening horizons, mastery of science and technology demands quality assurance for an Islamic educational institution. If it is lacking or not of good quality, then automatically these Islamic educational institutions will be increasingly abandoned. (Maimunah & Rosadi, I., 2021).

In line with this, the implementation of Islamic education by organizations in the form of Islamic educational institutions, both in the form of madrasas and Islamic schools to tertiary institutions which are not well managed, will be abandoned by the community. Thus Islamic educational institutions like this will increasingly be unable to compete with well-managed public educational institutions by implementing quality management that is continuously implemented by always paying attention to aspects of expediency, it is necessary to have very good management of the Islamic education management.

Islamic education system. Sundarkrisna stated that quality management is the key to organizational success. In his short words, it can be understood that the quality of good quality management greatly determines the success of an organization, especially educational staff. This shows the very importance of knowledge. management to be studied and applied to an organization let alone educational institutions. (Dupni & Rosadi, 2021).

LITERATURE REVIEW
Education system

Human resource management (HR). Every organization is required to have quality human resources and have high competitiveness so that it can become the energy for the organization to compete with its competitors in the midst of increasingly dynamic changes. The demand for quality and competitive human resources is not only the demands of the organization and its competitors, but also the demands of the organization's own customers, especially its external customers. Currently, an organization's external customers are faced with many alternatives to make decisions so that they have many choices in determining which organizational products and services they consume (Armawati & Imron Rosadi, 2021).

Indonesian human resource development is more inclined towards Japanese-style human resource management, because Indonesian society also has a culture of respecting family and togetherness. Currently there is no comprehensive study on educational HR management departing from the Indonesian local culture. There are also no adequate studies on HR management in the context of Islamic education, where HR studies are developed from Islamic values (Armawati & Imron Rosadi, 2021)

Planning in a simple sense can be explained as a process of preparing things to be done in the future to achieve a predetermined goal (Enoch, 1995:1). In line with this explanation, Hamalik (1991: 22) explains that planning is a managerial process in determining what to do and how to do it, and in it outlines the goals to be achieved and a work program is also developed to achieve those goals (Ananda, 2019).

Planning is a projection of what must be carried out in order to achieve the goals and objectives that have been set; Hadikumoro, As a projection, planning has elements of

activities to identify, inventory and select needs based on priority scales, make more detailed specifications regarding the results to be achieved, identify requirements or criteria to meet each need, and identify possible alternatives, strategies and targets for implementation (Somantri, 2014(*No Title*البترول, n.d.)).

Education Management

The concept of epistemology of Islamic education lately is still an intellectual discourse of Islamic education which is being sought for its ideal formulation. In studies of the modernization and development of Islamic education, there will be many epistemological and theological obstacles encountered. On the other hand, there is a tug-of-war that results in a blur between the necessary philosophical aspects and the theological aspects which seem rather difficult to let go of in Islamic education. This very thin difference between the philosophical and theological aspects will be seen when entering the realm of the study of Islamic religious knowledge itself. This writing is closer to the epistemology of Arabic philosophy that has been mapped by al-Jabiri. To break the epistemological freeze in the Islamic sciences, it is necessary to take steps to liberate epistemological affairs and theological domination. The way of thinking that starts from transcendental things (nash) needs to be reversed one hundred and eighty degrees to a way of thinking that is based on empirical things (Za, 2013)

An organization must have goals to be achieved. These goals are achieved by utilizing existing resources. And among the most important resources is HR (human resources). Because to make quality education, especially in this case an educational institution, the human resources must also be of high quality (Priyatna, 2017)

Human resources are a very vital element in every organization, because the human resource factor is very dominant in organizational work processes, so to achieve organizational goals it is necessary to carry out human resource development which is carried out to improve employee performance, skills, behavior and knowledge. Besides that, the changes that occur along with modernization both within the organization and outside the organization demand the development of human resources, so that as an investment in the organization, human resources play an important role in the growth of a nation. For this reason, as the main resource of the organization, full attention to human resources is a necessity, because dynamic environmental conditions, the placement of employees, does not always lead to success, environmental conditions that tend to change require the organization to continuously make adjustments and develop human resources according to organizational needs. (Priyatna, 2017).

Job satisfaction

According to Stephen P Robbins, satisfaction is a person's (customer's) positive feelings about one's work which is the result of an evaluation of its characteristics and after comparing the perceived performance or results (received and perceived service) with what is expected (Stephen robbins, Timothy A. Judge, 2009: 107).

Satisfaction is an assessment of a person about how far his work as a whole satisfies his needs or a general attitude which is the result of several specific attitudes towards work factors, adjustment and individual social relations outside of work (Veithzal Rivai, and Deddy Mulyadi, 2009: 246) .

Furthermore, Handoko said that the definition of job satisfaction is a pleasant emotional state with which employees perceive their work. Job satisfaction reflects a person's feelings towards his work. This is in the impact of the positive attitude of employees towards work and everything that is encountered in the work environment (Hani Handoko, 2011: 193).

Job satisfaction is influenced by the work environment and relations between workers, according to Kreitner and Kinicki in Cepi, there are five factors that can affect job satisfaction, namely: (1) Need fulfillment, (2) Differences (discrepancies), satisfaction is the result fulfillment of expectations, (3) achievement of value (value attainment), (4) equity and (5) genetic component, job satisfaction is a function of personal traits or genetic factors. Besides that, challenging performance factors, appropriate rewards, working conditions, supportive co-workers, and work compatibility with personality (Cepi Triatna, 2015: 110-111).

Awar divides the factors that influence job satisfaction into two factors. The first factor is employee factors consisting of intelligence (IQ), special skills, age, gender, physical condition, education, work experience, years of service, personality, emotions, ways of thinking, perceptions and work attitudes. The second factor is the work factor, which consists of the type of work, organizational structure, rank (group), position, quality of supervision, financial guarantees, promotion opportunities, social interaction and work relations (Anwar Prabu Mangkunegara, 2009: 120).

Tabel 1. Penelitian terdahulu yang relevan

No	Author (tahun)	Hasil Riset terdahulu	Persamaan dengan artikel ini	Perbedaan dengan artikel ini
1	Ali (2019)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 & X3 berpengaruh terhadap Y1 & Y2	X1 berpengaruh terhadap Y1 & Y2
2	Budi (2021)	X1 & X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 berpengaruh terhadap Y2	X1 berpengaruh terhadap Y1
3	Cindi (2020)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X1 & X3 berpengaruh terhadap Y1	X2 berpengaruh terhadap Y2
4	Darwisyah (2020)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 & X3 berpengaruh terhadap Y1 & Y2	X1 berpengaruh terhadap Y1 & Y2
5	Imron (2021)	X1 & X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 berpengaruh terhadap Y2	X1 berpengaruh terhadap Y1
6	Lukman (2020)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X1 & X3 berpengaruh terhadap Y1	X2 berpengaruh terhadap Y2
7	Dupni (2019)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 & X3 berpengaruh terhadap Y1 & Y2	X1 berpengaruh terhadap Y1 & Y2
8	Limakrisna (2016)	X1 & X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X2 berpengaruh terhadap Y2	X1 berpengaruh terhadap Y1
9	Ichsan (2021)	X1, X2 dan X3 berpegaruh positif dan signifikan terhadap Y1 dan Y2	X1 & X3 berpengaruh terhadap Y1	X2 berpengaruh terhadap Y2

RESEARCH METHOD

The method of writing scientific articles is the quantitative method and literature studies or Library Research. Reviewing literature books in accordance with the theories

discussed, especially in the scope of Islamic Education Management Besides analyzing reputable scientific articles and also scientific articles from journals that are not yet reputable. All cited scientific articles are sourced from Mendeley and Google Scholar. In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Limakrisna et al., 2016).

Furthermore, it is discussed in depth in the section entitled "Related Literature" or "Review of Literature"), as the basis for formulating hypotheses and will then become the basis for making comparisons with the results or findings revealed in the research. (Limakrisna et al., 2016).

RESULT AND DISCUSSION
1. **The relationship between the education system (X1) and the job satisfaction of educational staff (Y)**
   a. In determining the magnitude of the strength of the relationship between the two variables is done by calculating the value of the correlation coefficient or symbol r After obtaining the correlation coefficient value, proceed to calculate the "t" value or t test. by formula:

$$t = r\sqrt{\frac{N-2}{1-r^2}}$$

   b. The following is the result of the correlation coefficient using excel

Table 2. correlation coefficient

N	Education system X₁	Job Satisfaction Y	X_1^2	X_4^2	X_1Y
67	1314	7179	28532	805219	140801

   1) The calculation to determine the strength of the relationship between the education system variable (X1) and the educational staff job satisfaction variable (Y) is done by calculating the value of the correlation coefficient or symbol r.

$$r_{14} = \frac{n\sum X_1 X_4 - \left(\sum X_1\right)\left(\sum {}_4\right)}{\sqrt{\left\{n\sum X_1^2 - \left(\sum X_1\right)^2\right\}\left\{n\sum X_4^2 - \left(\sum X_4\right)^2\right\}}}$$

$$r_{14} = \frac{67 \times 140801 - (1314)(7179)}{\sqrt{6728532 - (1314)^2 \left(67(805219) - (7179)^2\right)}} = 0,69$$

   2) Calculation of the value of the correlation coefficient, with the t test:

$$t_{14} = r_{14}\sqrt{\frac{N-2}{1-r^2}} = 0,69\sqrt{\frac{67-2}{1-(0,69)^2}} = 0,69\sqrt{\frac{65}{1-0,4761}} = 7,686$$

   3) Summary of calculation results:

Table 3. Calculation results of the effect of X1 with Y

r_{xy}	r^2_{xy}	dk	t_{hitung}	t_{tabel}		Conclusion
				0,05	0,01	$t_h > t_t$
0,69	0,4761	65	7,686	1,99	2,67	Hypothesis accepted

2. The relationship between education management (X2) and education staff job satisfaction (Y)

a. In determining the magnitude of the strength of the relationship between the two variables is done by calculating the value of the correlation coefficient or symbol r

b. After obtaining the correlation coefficient value, proceed to calculate the "t" value or t test. by formula

$$t = r\sqrt{\frac{N-2}{1-r^2}}$$

c. The following is the result of the correlation coefficient using excel

Table 4. correlation coefficient

N	Pengelolaan Pendidikan X_2	Kepuasan Kerja Y	X_2^2	Y^2	X_2Y
67	6098	7179	570484	805219	661942

1) The calculation to determine the strength of the relationship between the education management variable (X2) and the educational staff job satisfaction variable (Y) is carried out by calculating the value of the correlation coefficient or symbol r.

$$r_{24} = \frac{n\sum X_2 X_4 - \left(\sum X_2\right)\left(\sum X_4\right)}{\sqrt{\left\{n\sum X_2^2 - \left(\sum X_2\right)^2\right\}\left\{n\sum X_4^2 - \left(\sum X_4\right)^2\right\}}}$$

$$r_{24} = \frac{67 \times 661942 - (6098)(7179)}{\sqrt{67 \times (570484) - (6098)^2 \left(67 \times (805219) - (7179)^2\right)}} = 0,36$$

2) Calculation of the value of the correlation coefficient, with the t test:

$$t_{24} = r_{24}\sqrt{\frac{N-2}{1-r^2}} = 0,36\sqrt{\frac{67-2}{1-(0,36)^2}} = 0,36\sqrt{\frac{65}{1-0,12964}} = 6,65$$

3) Summary of calculation results:

Table 5. Calculation results of the effect of X2 on Y

r_{24}	r^2_{24}	dk	t_{hitung}	t_{tabel}		Kesimpulan
				0,05	0,01	$t_h > t_t$
0,36	0,12964	65	6,65	1,99	2,67	Hipotesis diterima

3. The relationship between the education system (X1) and education management (X2) with the job satisfaction of education staff (Y).

Table 6. Summary of Hypothesis Calculations

	X_1	X_2	y	X_1^2	X_2^2	y^2	X_1y	X_2y
$\sum X$	1314	6098	7179	28532	570484	805219	140801	661942
Rata-rata	8.21	38.11	44.87					

$$\sum X_1^2 = \sum X_1^2 - \frac{\left(\sum X_1\right)^2}{N} = 28532 - \frac{(1314)^2}{67} = 2761,91$$

$$\sum X_2^2 = \sum X_2^2 - \frac{\left(\sum X_2\right)^2}{N} = 570484 - \frac{(6098)^2}{67} = 15474,985$$

$$\sum X_4^2 = \sum X_4^2 - \frac{\left(\sum X_4\right)^2}{N} = 805219 - \frac{(7179)^2}{67} = 35994,51$$

$$\sum X_1 X_4 = \sum X_1 X_4 - \frac{(\sum X_1)(\sum X_4)}{n} = 140801 - \frac{(1314)(7179)}{67} = 6,88$$

$$\sum X_2 X_4 = \sum X_2 X_4 - \frac{(\sum X_2)(\sum X_4)}{n} = 661942 - \frac{(6098)(7179)}{67} = 8545,85$$

$$\sum X_1 X_2 = \sum X_1 X_2 - \frac{(\sum X_1)(\sum X_2)}{n} = 119399 - \frac{(1314)(6098)}{67} = 194,61$$

$$b_1 = \frac{\left(\sum X_2^2\right)\left(\sum X_1 X_4\right) - \left(\sum X_1 X_2\right)\left(\sum X_2 X_4\right)}{\left(\sum X_1^2\right)\left(\sum X_2^2\right) - \left(\sum X_1 X_2\right)^2} = \frac{1769602}{42702649} = 0,04$$

$$b_2 = \frac{\left(\sum X_1^2\right)\left(\sum X_2 X_4\right) - \left(\sum X_1 X_2\right)\left(\sum X_1 X_4\right)}{\left(\sum X_1^2\right)\left(\sum X_2^2\right) - \left(\sum X_1 X_2\right)^2} = \frac{23604214}{42702649} = 0,55$$

$$a = \bar{Y} - b_1 \bar{X}_1 - b \bar{X}_2$$

$$a = \frac{\sum X_4}{N} - bi\left(\frac{\sum X_1}{N}\right) - b2\left(\frac{\sum X_2}{N}\right) = 107 - 0,81 - 50,31 = 56,03$$

The form of the variable regression equation X1 and X2 together with Y is as follows:
$Y = a + b_1 X_1 + b_2 X_2$
$Y = 56,03 + 0,04 X_1 + 0,55 X_2$

a. Multiple Correlation Coefficients X1 and X2 with Y

$$R_{x_3 x_1 x_1} = \sqrt{\frac{b_1 \sum X_1 X_4 + b_2 \sum X_2 X_4}{\sum X_4^2}} = \sqrt{\frac{156178,41}{805219}} = 0,4359$$

$R^2 \quad = 0,1900$

b. Test the significance of the multiple correlation coefficient:

$$F = \frac{R_{x1x2x4} / K}{1 - R_{x1x2x4} / n - k - 1} = \frac{0,21795}{0,009} = 24,217$$

Table 7. Koefisien Korelasi

Koefisien Korelasi (R_{x3x1x2})	R^2	F_{hitung}	F_{tabel} (**0,05**)	Kesimpulan $F_h > F_t$
0,4359	0,1900	24,217	3,14	Sangat Signifikan
Syarat Signifikansi: $F_{hitung} > F_{tabel}$				

CONCLUSION

1. There is a relationship between the education system (X1) and the job satisfaction of educational staff (Y). Based on the results of the analysis calculation, the value of tcount (7.686) > ttable (1.994) is obtained, so that H0 is rejected and H1 is accepted. This means that the education system provides a significant relationship to the job satisfaction of educational staff.

2. There is a relationship between education management (X2) and educational staff job satisfaction (X4). Based on the results of the analysis calculation, the value of tcount (6.65) > ttable (1.994) is obtained, so that H0 is rejected and H1 is accepted. Means that the management of education provides a significant relationship to the job satisfaction of educational staff.

3. There is a relationship between the education system (X1) and education management (X2) with the job satisfaction of educational staff (Y). Based on the results of the analysis calculation, the value of Fcount (24.217) > Ftable (3.14) is obtained, so that H0 is rejected and H1 is accepted. This means that the education system and education management provide a significant relationship to the job satisfaction of educational staff.

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