ABSTRAK

MUJTABA, Muhamad Labiq. 2025. *Manajemen Pengembangan Sumber Daya Manusia Progam Tahfidz Al Qur'an Dalam Peningkatan Daya Saing Madrasah Di MTs Madrasatul Qur'an Tebuireng Jombang.* Skripsi, Manajemen Pendidikan Islam, Sekolah Tinggi Ilmu Tarbiyah Al Urwatul Wutsqo Jombang.

Kata Kunci: Pengembangan SDM, Program Tahfidz, Daya Saing Madrasah.

Penelitian ini di latarbelakangi oleh urgensi penguatan program tahfidz Al-Qur'an sebagai pilar utama pendidikan Islam di madrasah yang memiliki kontribusi besar dalam mencetak generasi Qur'ani yang unggul secara spiritual dan intelektual. Dalam konteks peningkatan daya saing lembaga pendidikan Islam, kualitas sumber daya manusia (SDM), khususnya guru tahfidz dan pembina asrama, menjadi faktor kunci keberhasilan program tahfidz. Oleh karena itu, pengelolaan manajemen pengembangan SDM menjadi fokus strategis yang perlu dikaji secara mendalam. Penelitian ini bertujuan untuk: (1) mendeskripsikan perencanaan pengembangan SDM dalam program tahfidz di MTs Madrasatul Qur'an Tebuireng Jombang, (2) menganalisis pelaksanaan pengembangan SDM dalam program tahfidz di madrasah tersebut, dan (3) mengevaluasi kontribusi manajemen pengembangan SDM tahfidz terhadap peningkatan daya saing madrasah. Penelitian ini menggunakan pendekatan kualitatif dengan jenis studi kasus. Partisipan penelitian meliputi kepala madrasah, wakil kepala madrasah, koordinator program tahfidz, guru tahfidz, dan pembina asrama. Teknik pengumpulan data dilakukan melalui wawancara mendalam, observasi non partisipatif, dan dokumentasi. Analisis data dilakukan melalui tiga tahap, yaitu reduksi data, penyajian data, dan penarikan kesimpulan. Untuk menguji keabsahan data, digunakan teknik perpanjangan pengamatan, peningkatan ketekunan, dan triangulasi baik sumber maupun metode. Hasil penelitian menunjukkan: (1) perencanaan pengembangan SDM tahfidz dilakukan melalui rekrutmen internal dan eksternal yang selektif, penyusunan program pelatihan berkala, dan pembinaan karakter Islami yang terintegrasi dengan visi lembaga, (2) pelaksanaan pengembangan SDM didukung oleh kerja sama yang solid antara pihak madrasah dan pesantren, dengan strategi pengajaran tahfidz yang adaptif, sistem evaluasi berkala, serta pembinaan melalui musyawarah rutin, dan (3) kontribusi manajerial pengembangan SDM tahfidz terhadap daya saing madrasah tercermin dari meningkatnya animo pendaftar baru, penguatan citra madrasah sebagai lembaga berbasis Al-Qur'an, serta kepercayaan masyarakat terhadap lulusan madrasah yang religius, berprestasi, dan berdaya saing tinggi.

ABSTRACT

MUJTABA, Muhamad Labiq. 2025. *Human Resource Development Management Of The Tahfidz Al-Qur'an Program In Enhancing The Competitiveness Of The Madrasah At MTs Madrasatul Qur'an Tebuireng Jombang.* Undergraduate Thesis, Islamic Education Management, Sekolah Tinggi Ilmu Tarbiyah Al-Urwatul Wutsqo Jombang.

Keywords: Human Resource Development, Tahfidz Program, School Competitiveness.

This research was motivated by the urgency of strengthening the Tahfidz Al-Qur'an program as a central pillar of Islamic education in madrasahs, which plays a vital role in shaping a Qur'anic generation with both spiritual and intellectual excellence. In the context of enhancing the competitiveness of Islamic educational institutions, the quality of human resources (HR) especially Tahfidz teachers and dormitory mentors is a crucial success factor. Therefore, the management of human resource development becomes a strategic focus that must be thoroughly examined. This study aims to: (1) describe the planning of human resource development in the Tahfidz program at MTs Madrasatul Qur'an Tebuireng Jombang, (2) analyze the implementation of HR development in the Tahfidz program, and (3) evaluate the contribution of Tahfidz HR management to improving the madrasah's competitiveness. This research employed a qualitative approach with a case study design. The participants included the principal, vice principal, Tahfidz program coordinator, Tahfidz teachers, and dormitory mentors. Data were collected through in-depth interviews, non participatory observation, and documentation. Data analysis was conducted in three stages: data reduction, data display, and conclusion drawing. The validity of the data was ensured through prolonged observation, increased diligence, and triangulation of both sources and methods. The findings reveal that: (1) HR development planning in the Tahfidz program includes selective internal and external recruitment, structured training programs, and integrated Islamic character-building aligned with the institution's vision; (2) implementation is supported by strong collaboration between the madrasah and the pesantren, adaptive teaching methods, regular performance evaluations, and consistent coaching through scheduled meetings; and (3) the HR management of the Tahfidz program contributes to the madrasah's competitiveness through increased new student enrollment, a strengthened public image as a Qur'an-based institution, and growing trust in its graduates as religious, high-achieving, and competitive individuals.