DEVELOPMENT OF EDUCATIONAL ORGANIZATIONSIN THE INTEGRATED PN VOCATIONAL SCHOOL OF MERANGIN, JAMBI PROVINCE

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INFO ARTIKEL	ABSTRACT
	The importance of organizational development (Organization Development) in an educational institution in schools, in organizational development it is necessary to have the participation of the school community, such as school leaders, educators, and the community in the school environment. The purpose of this study is to describe the strategies and factors that become obstacles in organizational development at the Merangin Integrated State Vocational High School, Jambi Province. this method in researching this research using qualitative methods with a descriptive approach. As for data collection using observation techniques, interviews (interviews) and documentation. Data analysis is qualitative through data reduction, data presentation and at the same time drawing conclusions. This research is very important because in organizational development in schools it is necessary to involve and need to cooperate with external parties in preparing and determining organizational development. As for the obstacles that hinder organizational development in schools, namely the lack of discipline, lack of coordination, lack of student understanding of the importance of an organization and time to participate in organizational activities at school. .*Author: Diana Wulandari Email : *diana79wulandari@gmail.com*

Introduction

The organization is a number of arrangements that form a unit consisting of several people in order to achieve a goal that is planned together. The organization is also a group of superiors and subordinates who work together by interacting with each other to achieve common goals (Purwanto & Purwanto, 2016). In order for an organization to survive, it must be able to adapt to the surrounding environment and be able to develop itself in the development of its organization (Wiratnadi, 2019). To be able to develop itself in an organization in the face of food changes is known as the process of organizational development, abbreviated as OD. In this modern era, OD needs to maintain its organization and be able to compete with other organizations. An organization is said to be successful and successful if it is able to keep up with the times.

An organization is a system consisting of patterns of cooperative activities that are carried out regularly and repeatedly by a group of people to achieve a goal (Wiyono, 2017). An organization can be formed because of the similarity of vision and mission and the same goals of its members. Organizational

formation is also based on human limitations in meeting their needs. Organizations usually utilize certain resources, for example the environment, ways or methods, materials, money in order to achieve organizational goals.

According to (Agustina et al., 2021) organizations are divided into two types in terms of the goals to be achieved, namely commercial organizations/economic organizations are organizations whose main goal is to get the maximum profit. Social/community organizations are organizations formed voluntarily by Indonesian citizens not from the government, and organizations that do not prioritize profit (non-profit or non-profit).

There are several factors that cause OD, including 1) external forces (increasing competition between organizations, developments in science and technology, environmental changes both physical and social environment), 2) internal forces (structures, systems and procedures, equipment and facilities, processes and objectives).

Educational institutions need to make small structural changes in reaction to changes in the direct and indirect action environment (Bentz et al., 2010). The need to make effective changes for the continuity of educational institutions, one of which is in the Integrated Merangi PN Vocational High School in Jambi Province, which is an example of a Vocational High School in the village of Kampun Baru, which is known as its Animal Husbandry Vocational School. where this organization is growing rapidly and with the geographical location of the school easily accessible to students, and is also known as free schooling without being charged tuition fees, building fees, only apprenticeship fees and school final exams are charged (Fitriyani, 2019).

Discussion

Gutama argues that it is very important for an organization to experience something called change. An organization definitely wants to excel in its own field of organization because it is in accordance with the times. (Duha, 2016) defines organizational development as a continuous process that is carried out continuously to make efforts to improve various failures and mistakes, as well as to fulfill various desired expectations, as well as part of the ways to improve (quality, quantity) previously owned, by maintaining the basic and main values contained in the organizational culture (Firdaus, 2019).

The function of organizational development at the Merangin Integrated PN Vocational School is none other than the school community, from educators to students who are directly involved in the organization, and can train students to have a sense of responsibility in running their organization, because every student has a role and responsibility. in accordance with the division of the structure that has been agreed upon.

In an organization must have a strategy in the development of the organization in order to create the right goals and objectives and lead to the right decisions.

It should be realized that the strategy carried out by an organization is a set of commitments or coordinated actions or actions, to seek or cultivate competencies and at the same time to gain organizational competitive advantage. Strategy is often associated with efforts to integrate and allocate organizational resources, capabilities and competencies, in order to gain success in an ever-changing external environment.

Strategy is often associated with efforts to integrate and allocate organizational resources, capabilities and competencies, in order to gain success in an ever-changing external environment. Strategic management in the development of educational organizations has many benefits; 1) strategic management in emphasizing on formulating the organization in internal and external analysis of organizational plans. 2) strategic management provides a set of decisions and actions to achieve organizational goals. 3) strategic management is the most important improvement in the management process that has occurred since the 1970s, namely when the model of "long-term planning" (Long Rangr Planning) planning, programming, budgeting or budgeting and financial control (Budgeting and financial controlling) and business policy mixed into one.

The existence of strategic management principles in the development of educational organizations is to help educational institutions formulate better or more appropriate strategies by using a systematic, logical and rational approach to the process of selecting educational management strategies in a global era which is currently undergoing change. The basis of strategic management is to foster commitment or support from all parties (human resources) regarding the vision and mission of educational institutions, and the efforts to be achieved by the organization (Galvis, 2018).

Organizations in institutions, especially at the Merangin Integrated PN Vocational School, are schools that have many benefits including helping to achieve school goals and objectives smoothly, building relationships between school personnel, with this school organization students will also benefit, namely students are able to manage time, hone various kinds of abilities. students, train students to become a leader, build student confidence and make students become famous students.Benefits of organizational development in educational institutions 4

1. Improve the ability to communicate
2. Can reach the goal
3. To motivate and awaken the soul of a leader
4. Able to solve existing problems
5. Broaden the insights you have
6. Expand association and manage time
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8. Have a strong mentality when facing pressure.

School as a system is organized to facilitate the achievement of quality teaching and learning goals in serving students effectively and efficiently.

Organization can be interpreted as the provision of structure/organization, especially in personal placement, which is linked to lines of power and responsibility within the entire organization.

In Management educational organization development strategy has many benefits; 1) strategic management in emphasizing on formulating the organization in internal and external analysis of organizational plans. 2) strategic management provides a set of decisions and actions to achieve organizational goals. 3) strategic management is the most important improvement in the management process that has occurred since the 1970s, namely when the model of "long-term planning" (Long Rangr Planning) planning, programming, budgeting or budgeting and financial control (Budgeting and financial controlling) and business policy mixed into one.

Organizational development requires long-term formulation and planning, and this formulation includes mission, goals, strategy development, setting policy guidelines.

according to Judson there are five important steps to implement strategic management namely: a). Analyze and plan changes, b). Communicating changes, c). Encouraging change, d). Develop initiation and follow-up actions. E. strategy evaluation, the final step in the strategic management process is to evaluate the results. Evaluation is the process through which the company's activities and desired performance results are achieved.

Three kinds of basic activities to evaluate the strategy, namely: a). Review external and internal factors that form the basis of the current strategy b). Measuring achievement and c). Take corrective action.

Research Metods

This study uses a qualitative method. A qualitative approach is carried out as an effort to understand certain situations in the form of case study research, namely a research conducted in an intensive, detailed and in-depth manner on an organization, institution or a particular phenomenon. In this qualitative approach, the researcher is the main instrument in data collection. In this case study using research with a single case study which is intended to present a critical test of a theory that is focused on the organizational development strategy (Organizational Development) of the Integrated Merangin Vocational High School, Jambi Province. Research Stages are; (1). Pre-field, (2) Field activities, (3) Intensive analysis. This is in accordance with the opinion of Bogdan and Tylor. Mongeong suggests that a research should be carried out in certain stages, namely, the first stage is knowing something that needs to be known. This stage is called the focus exploration stage, it is at this stage that data collection is carried out. The above stages will be followed by the research of the three stages which can be explained as follows:

1. In the Pre-Field Stage, it includes determining the field with the consideration that the Integrated PN SMK school leaders carry out

organizational development strategies (Organizational Development) in schools.

2. The field stage consists of; a) make direct observations in the field by involving several informants to obtain data; b) entering the field by observing several process phenomena and interviewing the parties concerned; c) preparation of research reports based on the data obtained.

3. At the data management stage, the activities carried out in this stage are checking data on informant subjects or documents to prove the validity of the data obtained, at this stage data correction is also carried out both in terms of language and systematically so that the results of the research report obtain a degree of trust tall one.

Collecting data in this study was carried out using observation techniques, interviews and documentation. Observation; Observations were made directly focused and selective. As a scientific method, observation is defined as observing and recording the phenomena investigated. Observation is a deliberate and systematic study of social phenomena and natural phenomena by observing and recording. This observation is used for research that has been planned systematically about how the organizational development strategy at the Merangin Integrated Vocational School is. The goal of using this method is to record things, behaviors, developments, and so on. Interview (interview); Interview is to communicate directly with a specific purpose. According to Burhan Bungin the interview method is the process of obtaining information for research purposes by means of question and answer while face to face between the interviewer and the respondent or the person being interviewed. Researchers use structured interviews, in which an interviewer determines his own problems and questions that will be asked to find answers to hypotheses that are tightly arranged. Documentation; This technique is carried out to obtain secondary data as a complement to primary data, namely data collection through official documents such as laws and regulations, books, archives, analyzed quotations, correspondence, official reports, and surveys using questions. Kartini in Burhan Bungin states that the documentary method is one of the data collection methods used in social research. Analysis of data obtained in the field both observation data, interviews and documentation is presented in the form of descriptive exposure, through several stages, namely; data reduction, data presentation and drawing conclusions or verification.

Research Results And Discussion

From the research found in the organizational development (Organization Development) organizational development system at the Integrated PN Vocational High School in the Village of Merangin, Jambi Province, it can be said that schools play an important role, especially in terms of making decisions and policies in organizations that involve school principals, teachers, and the community. schools, and also build cooperative relationships with

external parties. The Integrated Merangin PN SMK Institute has implemented an organizational development strategy.

The educational strategy that has been formed without the quality of organizational behavior, the strategy seems useless. As revealed by (Anggun, 2018) states the minds of people who are in the organization form organizational thoughts which then produce school values, then these conditions produce good actions. Components of increasing productivity in the context of educational output, namely: (1) work attitude; skill level; relationship between the environment; productivity management; labor efficiency; and entrepreneurship

The organizational development carried out at the Merangin Integrated PN Vocational School is currently still in the form of development in the form of student council activities and the Bibit Unggul Cooperative, through strategic planning efforts, formulation of strategy development, organizing, decision making and evaluation of organizational development.

1. Organizational Development Strategy Planning

Planning (planning) is a process of determining the things to be achieved (goals) in the future and determine the various stages needed to achieve the goal. And there is cooperation with the surrounding community. However, in planning the school program strategy there are obstacles, including the lack of coordination between related parties, so that the results are not as expected.

Learning organizations empower people inside and outside their organizations to learn as they work. Thus it is important for schools to develop their organizations into learning organizations. All school members must always learn better and faster. A wise man says: "if you don't learn, you don't change, you will die". This provides an illustration of the importance of school members to always learn. If the school does not learn, then the school cannot make changes, and if the school does not make changes, then the school is experiencing a process of death.5

Sagala (2011: 129) explains that strategic management is "a systematic approach to a management responsibility, conditioning the organization to a position that is sure to achieve goals in a way that will ensure sustainable success and make the company (madrasa) guarantee or secure a surprising format"11

2. Formulation of organizational development strategy

Formulation of the strategy, namely the process of preparing future steps to build the vision and mission of the organization, setting goals for organizational development strategies and designing organizational development strategies to achieve the goals that have been formulated. In the formulation of the organizational development strategy of SMK PN Terpau Merangin the school leadership involves all educators, this is done says that the perception of the need for change must be felt because only in such conditions can members of the organization be convinced that in an effort to

achieve organizational goals and objectives, new ways of working are needed. , new work methods, and maybe even a new strategy and vision6

3. Organizing organizational development strategy

Organizing, is a step to determine, classify and regulate various kinds of activities, determine the main tasks, authority and delegation of authority by the leadership to the staff in order to achieve organizational goals. that is, the principal creates a special team structure, namely to carry out the preparation, design and formulation of programs that will be carried out by the school for the development of the school organization.

4. Decision making

Decision, is the ability of a school leader to solve a problem and formulate something important about the school which is done by finding a solution that involves all existing staff. The principal's strategy in developing school organizations is decision making.

Decision making is a process of making judgments by taking certain steps that end with implementing the results of decisions within the organization.

Decisions made by the school leaders of the Merangin Integrated PN Vocational High School related to organizational development were carried out by means of deliberations with the school community.

According to Iqbal there are several definitions of decision-making, the definition of decision-making is: selecting alternative behaviors from two or more alternatives. The actions of leaders to solve problems encountered in the organization they lead, by selecting one of the possible alternatives. And Each model has a general basis for decision making.

Decision making is a systematic approach to the nature of a problem, collecting facts and data, careful determination of the alternatives faced and taking action according to calculations is the most appropriate action. Decision making is a process or series of activities analyzing various facts, information, data and theories or opinions which ultimately arrive at a conclusion that is considered the best and most appropriate. Decision making requires a series of structured processes to produce a change in the organization for the better.

Decisions taken by a leader must be rational, especially for the people he leads. Good decision-making should pay attention to the three expectations he leads, including: (1) Attitude to get satisfaction, (2) Acceptance of the decisions of his leadership, (3) Expectations of subordinates in every effort to work to produce effective performance.15

5. Evaluation

Evaluation is the stage of a process to provide information about the extent to which certain activities have been achieved and progress towards the goals or values that have been set. The final step in an organizational development strategy is to evaluate results. Evaluation of the principal's strategy in organizational development is carried out by conducting an evaluation in which all principals always monitor the activities for which their staff has been responsible, the principal evaluates the results of the final report

that has been carried out by his staff who are responsible for each work program that has been set. By evaluating the principal, he can find out how far the work program has been set, making it easier for the principal to assess the maximum effectiveness of an activity that has been formulated by the school.

The evaluation carried out by the school leadership of the Merangin Integrated PN Vocational School, related to the development of the organization within the institution, includes: 1). The extent to which the development of the organization is developed. 2) what are the obstacles to the development of the organization. 3) determine the next step so that it develops according to the expected goals. 4) evaluate organizational development activities, whether experiencing setbacks or improvements.

Organizational evaluation is closely related to providing feedback to practitioners and members of the organization regarding the progress and impact of a change.

Evaluation is part of the management system, namely planning, organization, implementation, monitoring and evaluation.

Conclusion

Gutama (Pitriyani & Halim, 2020) argues that it is very important for an organization to experience something called change. An organization definitely wants to excel in its own field of organization because it is in accordance with the times. Benefits of organizational development in educational institutions
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Evaluation is the stage of a process to provide information about the extent to which certain activities have been achieved and progress towards the goals or values that have been set. The final step in an organizational development strategy is to evaluate results.

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