

**SCHOOL STRATEGIC PROGRAMS AND STUDENT EFFORTS  
FOSTERING ACHIEVEMENT MOTIVATION IN MADRASAH  
ALIAH NEGERI**

**IRWAN SALEH DALIMUNTHE**

**IAIN Padangsidempuan**

Email: [iwan\\_parna@yahoo.co.id](mailto:iwan_parna@yahoo.co.id)

*Abstract*

The study was conducted to find out the strategic effort in increasing achievement motivation as a trigger factor of student effort. This study administered some instrument in collecting the data such as interviews, observation, focus group discussion. Other data was gained from documents. It was found that the systems which were implemented in this school are first, involving many teachers to carry out the extracurricular activities and second, creating a full day school, because in the afternoon until late at night the students were mostly in school. Many students come from various regions to pursue diverse opportunities to improve learning achievement. Life challenges as a boarding boy which is relatively free at their boarding house encourage them to have high achievement motivation. Some of them even stronger in which they work part time to fulfill their school fee and be able to ward off all the challenges and glamorous lifestyle around their dwelling which has lots of social facilities such as online game houses, cafes and 24-hour food outlets; promiscuity and other morality abuses. Although there are still little number of the students who were dropped out from school as a result of being unable to control themselves but there exist a number of successful students and their achievements increase rapidly that take them to higher education.

**Keywords:** Motivation; School Programs; Achievements.

*Abstrak*

Penelitian ini dilakukan untuk mengetahui upaya strategis dalam meningkatkan motivasi berprestasi sebagai faktor pemicu upaya siswa. Penelitian ini memberikan beberapa instrumen dalam mengumpulkan data seperti wawancara, observasi, diskusi kelompok. Data lain diperoleh dari dokumen. Ditemukan bahwa sistem yang diterapkan di sekolah ini adalah yang pertama, melibatkan banyak guru untuk melakukan kegiatan ekstrakurikuler dan kedua, menciptakan sekolah sehari penuh, karena pada sore hari hingga larut malam para siswa sebagian

besar di sekolah. Banyak siswa datang dari berbagai daerah untuk mengejar beragam peluang untuk meningkatkan prestasi belajar. Tantangan hidup sebagai anak kos yang relatif bebas di kos, mereka mendorong untuk memiliki motivasi berprestasi tinggi. Beberapa dari mereka bahkan lebih kuat di mana mereka bekerja paruh waktu untuk memenuhi biaya sekolah mereka dan dapat menangkal semua tantangan dan gaya hidup glamor di sekitar tempat tinggal mereka yang memiliki banyak fasilitas sosial seperti rumah permainan online, kafe dan outlet makanan 24 jam; pergaulan bebas dan pelanggaran moral lainnya. Walaupun masih ada sedikit siswa yang putus sekolah karena tidak mampu mengendalikan diri, tetapi ada sejumlah siswa yang sukses dan prestasi mereka meningkat pesat yang membawa mereka ke pendidikan tinggi.

*Kata kunci:* Motivasi; Program Sekolah; Prestasi

## INTRODUCTION

The tendency of loosening social control in the environment of students, especially boarding students such as weak social control, many abuses opportunities and easy access in getting information and transportation and the availability of special destructive morality places cause many students become not focus and fail. The question is: What do schools do and to what extent do students have strength in establishing the achievement motivation.

Observation showed that many students who come from villages have to live in boarding houses, and not all boarding houses have strict rules even there is no landlord presence which is extremely free; hang out in internet cafes and coffee shops to smoke and watch TV almost until 24 hours, and so on. They are susceptible to be affected to do bad morality behaviors and as a result they were dropped out from school.

But there are still many students who are able to survive so that they have good self-charactered and continue to push themselves in gaining high achievement motivation. It was even found that students had to look for additional school fees, due to poverty.

There is a philosophical value of life as a base of a principle and value system that binds the soul, namely ideals, self-habits through a period of learning well, obeying the advice of parents and teachers, including the existence of school efforts to provide encouragement to

increase motivation for achievement and moreover they understand the manner to study, the character is formed plus by the supporting environment where they study religious education with a vision and mission rooted in the values and Islamic perceptions.

Correspondingly, this school has a program of religious coaching to improvement the students' moral and religious awareness in encouraging achievement motivation by doing intelligence coaching activities on subject areas which is scheduled every afternoon. So that, the alumni were successful in entering good and famous universities as well as achieved good achievement in science competition and sports tournaments, (Interview, Mahli Sikumbang, 3 Januari 2020).

This research tries to explore the understanding of what are the efforts made by the school in fostering achievement motivation and student efforts in increasing self-motivation to reach the achievement. The school provides some coaching programs and instill commendable values to be accustomed to do because the teachings of religion is very important for the students to reach bright future (Zubaedi, Jakarta: 1989: 74).

## **RESEARCH METHOD**

### **Type of The Research**

This research is a qualitative research by using a phenomenological approach which uses the (Lexy J. Moleong,1994:85), technique. The sources of the data are the principal, vice principal, teachers who coach the activities and students who have achievement motivation. The study was conducted by asking for information and explanation from the school principal, then the teachers and students by using snawball.

### **Instruments of Data Collection.**

This study was conducted by using in-depth interviews. The unstructured interview was done. Although it was an unstructured interview, the researcher related the questions based on the development of the information gained. Because it was possible to have new hypothesis due to dynamic data while the researcher did the interviews. Another

instrument was observations about the extracurricular activities in that school.

In order to get more detailed information, a Focus Group Discussion (FGD) was administered with the principal, teachers, extracurricular coach and well-achieved students.

### **The Data Processing and Analysis.**

The procedures were used in analyzing the data are explained in the following:

- 1) Unit Processing, that is all the data was collected and was organized based on the type and level of data in order to establish perceptions and determine meaning so that it is easier to obtain the essence of the data and then index the data.
- 2) Categorization, that is after the index has been seen, the data was categorized based on the type, the characteristics, quality and level so that the organized data becomes the basis in developing and finding theories.
- 3) Analysis strategy, the analysis involved some concepts that emerge from the answers (words) of the respondents and other concepts chosen or developed by the researchers to explain the phenomena being analyzed.
- 4) Interpretation. In this section the data was interpreted by applying data comparison, the negative cases which meant that the data was not match with other most data was selected and considered as fake data, and then the researcher did member checking, invited people who are considered understand about the cases to get more clarification. These people gave their views and opinions. And finally do everything in a naturalistic way. Then, the interpretation and analysis was done in a natural way as well.

## **FIDINGS**

### **School Programs**

Madrasah Aliyah Negeri 1 Padangsidimpuan is an formal educational institutions which was born as pioneer to enter the IAIN (State Islamic Institute) in 1968. Initially this institution was a part of IAIN

Padangsidempuan. It officially became a Madrasah Aliyah Negeri after the issuance of Ministerial Decree no.17/1980 .

Currently, There are 78 teachers in MAN 1 as ASN, 58 honorary teachers, and 9 employees in the administration. The number of students in the 2018/2019 school year was totally 990 students, consisting of 337 students at grade X, 228 students at grade XI and 425 students at grade XII.

Strategic plans in management theory are known as "strategic management". Strategy is a continuous or adaptive response to external opportunities and threats as well as internal strengths and weaknesses that can affect the organization as Argyris explained (Chris Argyris,1989:25). Strategic management can be defined as the art and science of formulating, implementing, and evaluating cross-functionalism that enable an organization to achieve its objectives Fred R. David, in Ivanchevich, (Wibi H dan Bimo Adi Yono, 2006..30.).

This principle is realized, formulated and carried out outside the core of curriculum (Interview, 18 Januari 2019) with the criterias:

1) It is a long-term goal to achieve excellence. 2). Adaptive response going forward. 3). The activity will be continuous. 4). Customer-oriented ... 5). Continue to be motivated. 6). Smart to see opportunities and threats ... 7). Always see what bad and good things that can be happened. 8). Strong formulate, implementative and evaluative.

There are several steps in achieving excellence, namely: 1). General policy translator set by the leadership, 2). Estimates the expectations: 3). Capacity based on school fund, 4). The activities are definite and measurable, 5). Coordinated: 6). Strick in supervision: 7). Implementation of management functions. While the strategic management process is expected to follow 3 stages: strategic policy formulation, implementation strategy and evaluation strategy.

In accelerating the various activities, the school always tries to foster the character of the students by following the instructions of the National Education Ministry Research and Development Curriculum Center in 2010 (Kemendiknas: 2010.41). There are 18 character values which are need to be achieved, namely: 1) Religious, 2) Honest, 3) Tolerance, 4) Discipline, 5) Hard work, 6) Creative, 7) Independent, 8)

Democratic 9) Curiosity 10) the spirit of nationality and nationalism, 11) Love the motherland, 12) Appreciate achievement, 13) Communicative, 14) Love peace, 15) Love reading, 16) Care for the environment, 17) Social care, and 18) Responsibility. In order to establish these characters the school carried out intra-school student organization, scout groups, flag raids, various sports groups, Quran recitation activities which on every Friday morning in the school yard (or each class) before the lesson is started, art groups with, intensive study of Islamic that it is held on holidays, charity, obligation to visit relatives when one of them is die and actively participate in government activities and religious institutions that require student assistance. If the students do these activities they are considered to have perfect characters with the scopes: moral knowing, moral feeling, and moral behavior (Suryadi, 2013:5).

Likewise with the motivation or effort that encourages students to do something, was applied through the teacher in class and situational activities. The Motivations done by the school for students are: 1). Make students be aware of the importance of learning, 2). Provide information about the strengths of the learning effort and the results achieved, 3). Give firm directions about learning activities, 4). Motivate students to be active and enthusiastic in learning, and 5). Make the students be aware that a success needs a sequenced procedure and process Kemendiknas, ([www.silabus.web.id/](http://www.silabus.web.id/)) so this awareness can be brought to higher education.(Sugianto,2009).

### **Excellent Activity Program**

School's efforts with strategic extracurricular (Depdiknas, 2002:291) activities are:

- a. Tutoring and Olympic Preparation (see in <http://olimpiade.pasma.kemdikbud.go.id>) in Biology, guided by Hj. Anni Herlina, M. Pd, the participants are those students who have interest in learning and a strong desire to excel. The participants are about 25 to 50 people. The students' hard work encourages the strength of motivation and desire to improve learning achievement. Because this tutoring is not only aimed at producing champions in the Olympics, but also includes readiness to enter higher education. The

results show that in the National Olympiade event MAN 1 students always play an active role. And every year the graduates enter the Faculty of Medicine (Yukita Nurlia Lubis - USU FKG, and Kenni Lubis-USU FK 2018, Ahmad Nazaruddin FK-UN Bengkulu, Nurulhadani FK USU in 2017).

- b. Economics coaching is handled by Sardiman, M.Pd as a senior teacher in the field of Economics. It was followed by around 40 students who had very strong desires and achievements. They studied it on Friday and Saturday afternoon.( Interview, 2019) with Irma. Students who take part in this coaching always enter the Faculty of Economics at various State Universities such as Muhammad Zaky at Polmed medan, Sahrial at USU Medan, Agum Harahap at UGM. They graduated in 2017.
- c. Physics subjects with Syamsul Bahri. The participants in this group is only about 10 to 15 students. Those students who joined this coaching have had many benefits such as Budi Nasution, who graduated in 2012, are currently completing his doctoral studies at ITB in Physics Study Program and he works as lecturers at UNIMED Medan. Furthermore, Habibi Nasution who graduated from S-1 at UNIMED and continued his study at ITB and became one of the delegates of the study exchange programs in Tokyo, Japan for 2 semesters.
- d. Chemistry is guided by Rahmawati. The participants is about 10 to 15 students. Many of those who participated here passed advanced studies such as Ilham, a student who graduated in 2016 and passed at STTN-BATAN and Arwan Harahap passed at the Faculty of Pharmacy, Unand in 2017
- e. Earth subject is mentored by Putri Rahmadani. The students who join this group try hard in mastering this subject in preparing the candidates to follow the Olympic event. They also want to master their knowledge well so that they can continue their studies on this field later. (<http://eprints.uny.ac.id>)
- f. The Reading Awareness Group was developed Irian Ani and Asiah, which consist of approximately 75 students as active members. The activity that they do is an effort to consciously use literacy, that is, the

use of books as a source of knowledge. The activities they do are: 1) Tutorial Book Reading, 2) Book Review, 3) Reading Conscious Motivation Forum, and 4) Study Tour to tread or observe objects that will increase the students' intellectuality towards achievement. (Sofyan Adiputra and Mulyati, 2017)

- g. English Club and Arabic Club. The students who attend intensive coaching on every Friday and Saturday afternoon are around 35 students per grade. They study hard in following this course have more vocabulary of both languages and at last the students are hoped to be able to communicate fluently by using English and Arabic.
- h. Religious Activities, in this community the tutor tries to balance the quality of graduates both in Islamic knowledge and science.

The activities are (1) Syahril Quran, which aims to build the ability to recite the Quran well, master the meaning and essence of the verses that are read based on the rules in the recitation knowledge such as tarjim and natijah verses, (2) Fahmil Quran, which is to strengthen the ability in understanding the content and essence contained in each verse, (3) Hifzil Quran, which is an attempt to produce hafiz or hafizah. In order to produce hafiz and hafizah, the school make Tahfiz house where the students can do all the activities, (4) Memorization of short verses from *Juz* 30 that is required for all students.

### **Student Achievement Motivation**

Students' efforts in increasing the achievement motivation are various such as; Adnan Reza Harahap cat grade X thinks that this school is religious, intelligent and has excellent graduates. He thinks that this school will able to pass him into STAN. In order to get his idea, he uses Youtube to get more explanation and knowledge. Furthermore, he said that sincerity is the first principle. Moreover, Aulia Rahman is interested in seeing that the school's graduates were successful in many field, for instance, become a bureaucrat, legislative and other successful professions. So it stimulates my enthusiasm to be ready to use the time well, ready to ward off all the challenges and temptations of the environment. As a farmer child he must be ready to live roughing and he will study further

to UNIMED in mastery degree in Biology. For him the key of the a success is study hard.

In line with the above, Satria Saputra Harahap, who graduated in 2019. He has lots of achievement since he was in primary school until in high school. He was accepted at the Department of Industrial Technology IPB through SNMPTN. In the same case, Indah safitri also was accepted in this famous institution. It is not easy to achive this, they must have strong spirits and motivation. The keys of the success are the students must obedient the parents, independent, discipline and have strong commitment and willing to act to find additional fund when needed. Another achieved student is Adlin Aziz at grade X Science, He was intersted in learning biology since primary school. He has strong motivation to be a biological scientist and he studies inside and outside of the school. Forthermore, Abdul Hasim Siregar, actively joins conscious reading awarness community because he thinks that if you are around good people and good place then you will be a good person. He believes that the key of success is focused and disciplined.

Aulia Rahman, students who passed the Faculty of Agriculture in USU through SNMPTN selection. This student is very disciplined and always active in various activities. He is proud of his achievements. Laila Alfi Sahri Lubis, a student at grade XI student at Social science 1 was preparing to go to college admitted that she studied because she wanted to gain knowledge. So the key was always respecting teachers because they provide knowledge also provided solutions.

Tetti Rumondang, MIA child. She is very creative and multi-talented. For her the key of well achieved student is study hard, religious, good at punctuation, maintaining good manners and always responsible. Monika Saputri Batubara, majoring in IIS (social sciences) graduated through the invitation channel (SPAN PTKIN) in the Department of Communication and Broadcasting Islamic UIN North Sumatra. She always used the time in learning via smartphones (Edi Iswanto, 2009) with video and she is not prestige looking for extra money such as being a house made in teacher's home.

## **RESULTS AND DISCUSSION**

In this study it was found that there are three main things that sustain the growth and development of student achievement motivation in learning, they are: 1). The student himself/herself, 2). Motivation from parents and teachers, 3). Learning facilities and Extracurricular activities.

Learning to get best achievement must purely come from the students themselves (<https://id.wikipedia.org/wiki/Prestasi>.) a research investigated by Jalu et.al shows: the motive that comes from himself is to change his destiny and his family. It is strengthened by all the participants that they really want to change their destiny and be successful.(Jalu Nayantaka , 2017) As it is known that there are two kinds motivations namely intrinsic and extrinsic. (Gagne dan Berliner, 1984) So you yourself is the one who can do it and determine your future and someone who highly motivated has a strong commitment in doing difficult things as well as possible and as quickly as possible, said there are also other factors, which are affected the motivation namely: (a). Intelligence, (2). Attitude, (c). Talent, (d). Interests and (e). Motivation. It was proven by the participants of this study that they had very strong self-impulses to achieve.(Muhibbin, 2008, 90)

Besides the students themselves, the encouragement of parents and teachers also determines. And the parents' role appears to a). give attention, b). recognize the difficulties of children in learning, c). provide children's learning facilities. (Slameto, 2006:66) Defines that learning motivation is influenced by the background of family, school conditions/context and motivation (Suciati, 1994:56). This means that the family is one aspect of motivation forming, so the presence of parents is important in achievement. Because they are supporting factors that have a good education, have a good job or income, have time to assist and guide children to learn, and parents more easily access information and communication.(Dwi Trisnawati, 2014) It was proven through the participants/ respondents statements. So ideally parents, (Selpi S, et.al, 2018), and teachers, (Elly Manizar, 2015), should be motivators and facilitators.

Both of those factors (parents and teachers) accelerate the students motivation in achievement and it is supported by the existence of extracurricular activities, and internet (Deni Darmawan, 2014:91)

learning resources (Dewi Alawiyah et al., 2018). It is proven in (Mukhlisin's et al., 2018) research that investigated the relationship of extracurricular activities with the learning motivation of class XI students in MAN 2 Cirebon. It is found that the amount of correlation (pearson correlation) between the value of the correlation between extracurricular activities with student learning motivation is 0.641. This value is in the range of 0.60-0.80, which means that the relationship is strong. Another thing that is special in extra-instructional activities is the following explanation (Ibid). The learning tutor has a role: a. As a motivator, which provides motivation for students to continue learning. b. Overcoming personal problems that interfere with student learning. c. Helping students develop their potential. d. Providing knowledge for students in facing school exams. e. Caring seriously the students' learning difficulties so they can overcome immediately. f. Finding a way out of every difficulty faced by the students in the teaching and learning process. g. helping the teachers in getting to know their students more deeply. These benefits are felt directly by the students in MAN 1 Padangsidimpuan and it can be seen from their enthusiasm in participating the activities and it is supported by the students' good performance that makes them always be champions in the class. The students achievements description in 2018 was amazing which 163 out of 206 passed state universities without any tests. Furthermore, in 2019 there were 170 out of 215 students continued their studies at favourite state universities. (Interview, 28 Februari 2019).

Main three aspects that influence the students' achievement, namely, student self-motivation, parents and teacher encouragement and extracurricular activities at school are seen as very important and must be arranged synergistically, committed, continuously and disciplined from all the people are in charge.

## **CONCLUSION**

Establishing strategic school activities are carried out through learning tutor in the form of extracurricular activities based on the majors with the aim of fostering and guiding students to master the material in depth and improve the quality and also the learning achievement, as well as successfully entering college and participating in the Olympiads.

Students' efforts to increase achievement motivation vary according to the social situation of the family, but generally they have ideals and changes in life in the future so they are ready to take education with strong commitment, discipline, responsibility and simple life. And they succeed with self-motivation, encouragement of parents and teachers and coaching at school.

### **Recommendations / Suggestions**

It is recommended to do further study on the plans and syllabus by rearranging the extracurricular learning syllabus, as well as support from other competent institutions through collaboration to improve the quality of learning and the provision of a database.

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