

APPLYING EDUCATION MANAGEMENT INFORMATION SYSTEM [EMIS] AT THE IMMIM PUTRA MAKASSAR ISLAMIC BOARDING SCHOOL

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Abstract: The purpose of this study was to obtain an overview and analyze the application of EMIS at the IMMIM Putra Makassar Islamic Boarding School. To obtain an overview and analyze the supporting and inhibiting factors for implementing EMIS at the IMMIM Putra Makassar Islamic Boarding School. This type of qualitative descriptive research used in this study is intended to analyze the application of the Education Management Information System (EMIS) at the IMMIM Putra Makassar Islamic Boarding School. The research showed the role of the leadership is quite good in every Modern Islamic Boarding School for Al-Quran Education IMMIM Makassar which is one of the organizational units because humans are the most important element. For this reason, it can be said that the role of the leader in implementing EMIS is quite good, the ability of the leader to foster a climate of cooperation easily and can mobilize existing resources so that they can utilize them and can run effectively and efficiently.

Keywords: Implementation, EMIS, Boarding School, Decision Making.

INTRODUCTION

The sources of information that are always used or utilized by humans from an Islamic perspective consist of three things. First, Revelation (Qur'an and Al-Hadith) or commonly referred to as the foundation of Information. This is one of the special characteristics of the study of information in Islam; Second, Humans. Humans as sources of information are divided into two aspects. The first aspect is ideas. Ideas from humans can be processed into information. The second aspect is that opinions can also be processed into information that produces scientific information; Third, events or historical realities. Events are occurrences that have been told or reported in social life, and these can be processed or produced into information. These three sources are arranged in a system that is interrelated in forming and producing information. (Ghani, 2011: 76-77).

The Ministry of Religious Affairs has used an education management information system (MIS) that is expected to be a solution for the progress of educational institutions under the auspices of the Ministry of Religious Affairs. The Education MIS is expected to be able to accommodate and process data and produce precise and accurate information at any time. Because even though humans are supported by adequate equipment and financial resources, the results will still not be as expected if they are not managed with a good way of thinking and behaving. (Rabiah, 2022: 154). Therefore, in order to build reliable information, a strong Education Management Information

System (MIS) is needed, otherwise it will be difficult for a good and advanced educational institution to be realized.

The socialization of EMIS data strengthening was carried out as a follow-up to the policy of the Directorate of Islamic Education of the Ministry of Religion, which launched the Islamic education data month in 2021 based on the notification letter for the Islamic education data month in 2021 number B-1344/DJ.I/HM.01/05/2021 which took effect from May 10-June 9, 2021. In the notification letter, it was written that in the context of completing EMIS data for the even semester of 2020/2021, the Directorate General of Islamic Education will carry out the Islamic Education Data Month program in 2021.

The benefits of EMIS data entry are in addition to obtaining assistance from the Ministry of Religious Affairs for Islamic boarding schools such as Equivalency Education at Islamic Boarding Schools, Muadalah Islamic Boarding Schools, and Formal Early Childhood Education to receive School Operational Assistance assistance which is calculated based on the number of students included in EMIS data.

Therefore, the importance of EMIS data input for Islamic education institutions under the Ministry of Religious Affairs is as a forum for ease of administration, distribution of assistance, and support for planning and policy-making activities for Islamic education programs at the Ministry of Religious Affairs.

As information is now a very important resource for an educational institution, the main demand for the institution

is to make information management more effective so that it can achieve its goals. Therefore, educational institutions must be able to follow every development by fostering the awareness of several parties, especially institutional stakeholders, that the development and breakthrough of information will continue to develop, making it a challenge for every educational institution to be able to take advantage of these developments (Selvia Arfan, 2019: 289).

One of the Islamic boarding schools that implements EMIS is the IMMIM Putra Islamic Boarding School in Makassar. This boarding school has a lot of achievements in terms of academic and non-academic achievements, as is very well seen in the achievements of students in almost every competition where they bring the good name of the Islamic institution of learning both at the city, provincial, and national levels.

EMIS software at the IMMIM Putra Makassar Islamic Boarding School is closed, and has targets, mechanical control, and feedback. The target is information on Islamic education institutions recognized by the Ministry of Religion of Makassar City, mechanical control with EMIS guidelines from the Ministry of Religion, and feedback from institutions, which will later plan assistance that is the right of institutions such as education budgets or facilities and infrastructure after EMIS is run by the institution.

The researcher's interest in raising this discussion considers many things, including that the institution has used EMIS and that the EMIS data is always updated to be able to

carry out the decision-making process. So researchers conducted research under the title Implementation of the Education Management Information System (EMIS) at the IMMIM Putra Makassar Islamic Boarding School.

RESEARCH METHOD

Type of Research

The type of descriptive qualitative research used in this study is intended to analyze the application of the Education Management Information System (EMIS) at the IMMIM Putra Makassar Islamic Boarding School. IMMIM Putra Islamic Boarding School Makassar. In addition, with a qualitative approach, it is hoped that the situation and problems faced in the implementation of the Education Management Information System (EMIS) can be revealed.

RESULTS AND DISCUSSION

1. Implementation of EMIS in Modern Boarding School IMMIM Putra Makassar

The successful achievement of a goal can be realized if the managerial tools function properly. Given the importance of this EMIS, human resources are needed to manage applications according to policies set by the Directorate General of Religious Education of the central Ministry of Religion. As Terry (1996: 32) argues that the achievement of certain intended goals requires the use of available human resources. The quality of human resources in the implementation of EMIS at Modern IMMIM Putra Makassar

Islamic Boarding School is measured through the performance of EMIS managers (operators). As described in theory by Mangkunegara (2013: 67), performance factors consist of:

1) Internal factors are factors that come from the nature of the individual/ person. In terms of internal factors, HR performance in the application of EMIS can be said to be quite good with the assessment criteria of :

a) Attitude

The follow-up of the results of this study shows that the attitude of the operators can be said to be sufficient, where the initial step of implementing EMIS was well received by operators at the Modern IMMIM Putra Makassar Islamic Boarding School and carried out as a form of effort to carry out data collection orders through EMIS.

In terms of responding, it is not optimal, where researchers see from the explanation of Notoatmojo's theory (2003: 132) which reveals that the attitude will be fulfilled if there are several of them, namely 1) Receiving. 2) Responding. 3) Valuing, and 4) Responsible.

One of the interview results related to the operator's attitude is as follows.

The attitude of an operator also affects the success of EMIS, such as self-awareness regarding responsibility for EMIS. For example, the responsibility in completing EMIS reports, if the operator does not have self-awareness of this responsibility then he will not complete the work on time.

(interview M. Nasir Ameth, S.E. principal of IMMIM Ponpes School)

The results of these interviews can be understood to indicate that the attitude of EMIS operators of religious education institutions and Islamic boarding schools is something that determines the nature, nature of both current and future actions in managing EMIS. The author refers to the opinion of Thomas, who gives the following limitation: "Attitude is an individual consciousness that determines actions that are real or that may occur in social activities".

Notoatmojo (2003: 132) states that attitude consists of various levels, namely 1) Receiving. 2) Responding. 3) Valuing. 4) Responsible. Being responsible for everything he has chosen with all the risks is to have the highest attitude.

b) Skill

EMIS operator expertise in its application refers to the operator's ability to work easily and carefully.

The expertise of EMIS operators can be said to be sufficient because they already have the knowledge acquired through various forms of socialization at Modern Boarding School IMMIM Putra Makassar. Socialization alone is not optimal for improving the performance of quality human resources. It is undeniable that the age factor also affects the expertise of EMIS operators because there are some operators who are not qualified.

The expertise/skills of EMIS operators vary, this is said based on the results of interviews with research informants who said that :

EMIS operators in religious education institutions and Islamic boarding schools under the auspices of the Ministry of Religious Affairs of Makassar City that there are several operators whose expertise is somewhat lacking due to the age factor, thus affecting their performance. It is undeniable that this age factor greatly affects updating EMIS data. (Interview with EMIS Operator of Modern IMMIM Putra Islamic Boarding School Makassar)

Related to the expertise of EMIS operators, researchers refer to Bandura's opinion (2006: 12) that the key characteristics of self-ability are: skill and ability components in terms of organizing and carrying out an action. In the context of computers, computer skills describe an individual's perception of their ability to use a computer to complete a task that uses certain programs such as software packages for data analysis to complete their tasks.

Regarding the application of EMIS, where expertise in the use of computers shows the mastery of an EMIS operator in how to synchronize EMIS software packages, computer programs that are supported by talent through learning.

Thus, expertise in the use of computers shows an EMIS operator's mastery of computers related to EMIS software packages, computer programs supported by the existence of talent either acquired through natural talent or by learning. A person's expertise in the use of computers arises with the judgment of a person about his abilities so that EMIS

operators feel that difficult tasks involving the use of computers can be overcome easily.

c) Knowledge.

The knowledge possessed by operators at the Modern IMMIM Putra Boarding School Makassar can be said to be sufficiently fulfilled.

According to the research informant said that :

EMIS is a program at the Ministry of Religion so it is indeed a form of obligation that must be carried out by institutions under the auspices of the Ministry of Religion, therefore since the beginning of EMIS, it is necessary to have knowledge about EMIS (Interview EMIS Operator Modern IMMIM Putra Makassar Islamic Boarding School).

Supporting Factors of EMIS Implementation

a. Role of The Leader

In utilizing information and communication technology to work effectively and efficiently, the leadership observes that the use of EMIS in work has been effective and efficient. This is supported by the competence of knowledge possessed in the use of ICT, facilities and infrastructure also provide positive support for the use of information and communication technology in working effectively and efficiently.

The role of the leadership of the Modern IMMIM Putra Makassar Islamic Boarding School is very important because the existence of the leadership is a doorstop or one

of the spearheads of success. One of the tasks or roles of the leader is to be able to manage conflicts in the organization he leads so that each conflict can be resolved properly and no one feels disadvantaged. A leader is someone who works through other people by coordinating their activities to achieve goals.

In this study, the role of leadership is quite important in every Modern IMMIM Putra Makassar Islamic Boarding School as one of the organizational units because humans are the most important element. For this reason, it can be said that the role of the leader in implementing EMIS is quite good, given the ability of the leader to foster a climate of cooperation easily and mobilize existing resources so that they can be utilized effectively and efficiently.

The role of the leadership contributes to the successful implementation of EMIS in the institution of Modern IMMIM Putra Makassar Islamic Boarding School under the auspices of the Ministry of Religious Affairs of Makassar City. In addition, researchers emphasize that optimizing the work of operators must be assisted by the role of the institution's leadership, one of which is through the policy of providing allowances considering that the data management process, hardware needs and software use are still classified as very difficult until now.

In this EMIS application, there should be good coordination between each work unit. We know that this EMIS application has many obstacles faced by operators. This is where leaders must understand and adopt policies that aim

to help smooth the implementation of this EMIS. Leaders are expected to understand and understand the role of the EMIS operator. For example by allocating special funds for this EMIS operation. If there is good synergy between leaders and operators, the implementation of EMIS in religious education institutions and Islamic boarding schools can be carried out well.

b. Understanding EMIS Implementation

The role of the Education Management Information System as a modern breakthrough has revolutionized education under the Ministry of Religious Affairs from "traditional" to "modern". In terms of education management, the utilization of information technology-based management is very important so that policies can be taken in accordance with the needs based on precise and accurate data.

The results showed that the understanding of the importance of EMIS at Modern IMMIM Putra Makassar Islamic Boarding School can be said to be good as a result of interviews with informants. Basically, the institution knows and understands this so that they try to always update EMIS information and sometimes coordinate with the Ministry of Religious Affairs of Makassar City. What needs improvement is related to the condition of the internet network as a supporter of online EMIS work, there is still a need to provide internet facilities specifically to support data collection through EMIS at Modern IMMIM Putra Makassar Islamic Boarding School.

The information system that is formed must be in balance between the available technological infrastructure and the capabilities of its human resources, so that there is not too much inequality and the information system cannot materialize significantly in supporting the quantity and quality of basic data collection.

EMIS can be implemented properly if it is supported by human resources who are able to deal with the obstacles in implementing this EMIS. Human resources who are capable and understand this application well so that they can minimize these obstacles. Technology and information as a basis for data collection have an important role in supporting the achievement of education as argued by Syarip and Rosidin (2003: 1) who suggest that if an educational institution does not get quality data and information support, it is certain that it will experience obstacles and difficulties, especially in the strategic decision-making process. This situation ultimately results in the failure of educational goals. Therefore, Modern IMMIM Putra Makassar Islamic Boarding school must have a good, precise and accurate data collection system in order to provide good quality services, and as a basis for decision making.

EMIS as a database of religious education is expected to be a guideline in policy making, therefore valid data is needed so that it is not wrong in determining the targets that must be achieved.

2. Inhibiting Factors of EMIS Implementation

a. Budget

In organizing education at the Modern IMMIM Putra Makassar Islamic Boarding School, financing is needed to support operational activities. Finance and financing are very decisive potentials and are an inseparable part of EMIS implementation.

From the research results, the application of EMIS has not supported the data collection process at the Modern IMMIM Putra Makassar Islamic Boarding School. This EMIS system requires costs in its application, such as in terms of hardware such as PCs/ laptops that have specifications to run the EMIS application, internet connection support and also incentives as rewards for operators and other operations that sometimes there are obstacles in the field that require further coordination, which certainly costs money.

Thus, the role of the leadership through a financing policy and budget setting needs to be implemented in the process of implementing EMIS at the Modern IMMIM Putra Makassar Islamic Boarding School. Coordination is also an important point that needs to be improved, where the relationship between each leader of the Modern IMMIM Putra Makassar Islamic Boarding School and the EMIS manager at the Makassar City Ministry of Religion level must be good and clearly directed.

b. Quality of EMIS Operators

1) Training for EMIS Operators

Education and training for EMIS operators at the Modern IMMIM Putra Makassar Islamic Boarding School have not been realized as the results of the study show that

the socialization of EMIS implementation has not been sufficient to improve the performance of EMIS operators at the Modern IMMIM Putra Makassar Islamic Boarding School. The need for more detailed training is useful for reducing errors or deficiencies in EMIS implementation.

Training is an activity to improve the knowledge and skills of operators to carry out certain jobs. Education and training for operators at Modern IMMIM Putra Makassar Islamic Boarding School aim to minimize errors so that the EMIS implementation process runs smoothly, harmoniously, and in accordance with the objectives set by the Ministry of Religious Affairs of Makassar City.

2) Discipline of Modern IMMIM Putra Makassar Islamic Boarding School

From the research results, it is known that the discipline of the Modern IMMIM Putra Makassar Islamic Boarding School is still not good. This is due to the lack of a sense of responsibility on the part of the EMIS manager for the tasks assigned. This discipline is related to the timeliness and accuracy of the inputted data because each directorate within the Ministry of Religious Affairs works based on EMIS data entered by Modern IMMIM Putra Makassar Islamic Boarding School. The essence of discipline will reflect the amount of responsibility each EMIS manager has for the tasks assigned to him.

To support the smooth implementation of EMIS in Modern IMMIM Putra Makassar Islamic Boarding School, it is necessary to have work discipline for each teacher and

employee. Discipline in relation to the application of EMIS is a form of obedience by every employee and teacher to carry out rules that require or are expected so that each operator of each institution can carry out work in an orderly, smooth, and timely manner in achieving the objectives of implementing EMIS at Modern IMMIM Putra Makassar Islamic Boarding School.

3. Benefits of EMIS Implementation at Modern IMMIM Putra Islamic Boarding School Institution

a. EMIS Utilization for Decision Making

A decision is "the result of a thought process in the form of selecting one among several alternatives that can be used to solve the problem" at hand. This means that decision-making is "a systematic approach to several problems, to collect facts and data, determine the alternatives faced, and take the most appropriate action," according to calculation.

In making EMIS designs, they need to be precise and detailed so that not everyone can access them. In using this EMIS application so that it can be run properly, it is necessary to pay attention to privacy and prepare the facilities that need to be prepared in addition to a computer or laptop and wifi or sufficient quota, but also the operator's identity, active email, and operator decree.

From the findings of researchers in the field, EMIS planning at the Modern IMMIM Putra Makassar Islamic Boarding School is carried out based on overall guidelines, which include several stages above to achieve an expected goal. With the planning that has been set at the beginning, it

can minimize the failure of problems that will be encountered when all activities are carried out.

EMIS as a decision-making step according to Mr. Tau Modern IMMIM Putra Makassar Islamic Boarding School fik, as Assistant Principal of Academic Curriculum (Vice Principal) who represents the Principal. According to him, the form of EMIS planning carried out at Modern IMMIM Putra Makassar Islamic Boarding School is EMIS as a database, for the form of planning, namely striving for all data to be recorded in EMIS, be it student data, teacher data, infrastructure data, and so on, so that we plan that every school year there is always a review of our EMIS data. He said, actually people only know that EMIS is only for student data collection, but there is other data that is also inputted here, namely data on teachers and employees, data on facilities and infrastructure and so on.

Furthermore, in making a decision, according to Claude S. George Jr., the process or steps of "decision making is done by most managers in the form of awareness, thinking activities including consideration, assessment, and selection among a number of alternatives" or other reserves. The steps that can be obtained by EMIS, one of which is by appointing competent EMIS operators and then conducting data collection reviews every year, can utilize the EMIS application in the process of determining policies or decision making taken by the Islamic institution of learning themselves. Actually, not only EMIS is used, but for data collection, it is also done with the Electronic Medical Record, if for

employees, it is done with the Information System for Educators and Education Personnel of the Ministry of Religious Affairs, and from the Ministry of Religion itself, namely SIMPEG-5 (Personnel Management Information System), and for State Property it is already in the Electronic Medical Record data itself.

With the current EMIS system, Islamic institution of learning under the auspices of the Ministry of Religious Affairs have found it easier to report on its development. The old system was quite troublesome, especially to find out the latest developments and current data on Islamic institution of learning throughout Indonesia. With this system, it is expected that it will be easier to find valid data" about IMMIM Putra Modern Islamic Boarding School Makassar.

Thus, EMIS focuses more on synchronizing EMIS data with others to be maximally utilized. As for the form of relevance that EMIS presents to decision making, namely the data that is taken as a basis, for example in the fees received based on student data that has been recorded in EMIS data, including how many teachers, its relevance as the main data source in determining the main policies that continue, especially those related to student services, for example from services from receiving assistance and so on, and from that the school can also determine what programs are in accordance with the data on the number of students owned, from there it will also appear some of the most needed teachers, how many hours of subjects are needed.

The Head of Islamic institution of learning as a manager, "plays an important role in carrying out information management strategies starting from mapping human resources capable of operating information systems and improving information system technology by fostering human resources" in the Islamic institution of learning through evaluation, training coordination with various parties related to EMIS. Atmosudirjo in his book entitled "Mengambil Keputusan(Making Decision)" explains that the definition of this decision is the final result or decision of a problem that is thought of to answer a question, to find a solution, by making a choice on one of the alternatives.

It is undeniable that "the head of an Islamic institution of learning's main task is to process the running of the institution's program in a sustainable and systematic manner" in each period. All technical implementation in the field is the responsibility of the EMIS operator himself. As for EMIS, technically "the main manager is the Islamic institution of learning operator and is fostered by the center with the supervision of the Islamic institution of learning head and also the Ministry of Religious Affairs".

EMIS as "the data collection center at the Modern IMMIM Putra Makassar Islamic Boarding School is very instrumental in supporting the program planning process for the success of the Islamic institution of learning" itself. In terms of decision making, it can also be seen in the words of Allah SWT in QS Al-Anfaal verse 27, namely :

Translation:

"O you who have believed, do not betray Allah and the Messenger (Mubammad) and (also) do not betray the trusts entrusted to you, while you know."

The verse above explains regarding trustworthy responsibility. Through trustworthiness, decision-making will have an impact. This was also conveyed by Mr. Taufik, who said that EMIS is a database where the database will have an impact on decision-making for further programs. In every decision-making process, of course, there are evaluations that are presented, because EMIS raises programs, therefore there is an assessment of learning, how many students are there from how many classes, and from there how many teachers are needed, and so on. However, sometimes in the middle of the program there may also be developments that turn out we need more than the required teachers.

b. EMIS Utilization for HR Development

Human Resource Development (HR), in Gozali's explanation, is an activity carried out in an organization, institution, or a company to see the demands of the work carried out by those who work there can be seen from knowledge, abilities, and skills.

In HR development, in addition to attending training and so on, there is also the fulfilment of teaching hours, it will be seen that these insufficient hours can occur due to the comparison of student data in EMIS, or the class itself is lacking. So, planning, arrangements appear, so that the teacher can get his Certificate of Carrying Out Duties out, with teaching hours and tasks that have been recognized and

someone who can manage the library can be used as a reshuffle or roll as a form of self-development or as a position mutation.

The form of relevance can also be done by looking at the database so that it is synchronized between EMIS employee data and the suitability of teaching hours. According to Mr. Nur Ahmad Syahid, EMIS is very relevant, namely in providing compatibility of data in EMIS with Educator and Education Personnel Information System because these data may not be real with data in the field. In addition, EMIS has an indirect impact on each person in HR. When this HR development is not as expected, it can be done by evaluating, first, we will look first and assess what things are not appropriate, whether it is the Certificate of Carrying Out Duties or just the problem of this individual not doing or participating in self-development programs (workshops, seminars, training). So, when there is a self-development program such as training, individuals who are still stagnant can be recommended to be included in the next training. Second, if this individual is lacking in the fulfilment of his hours, then the solution will be the analysis of positions, by means of fulfilment with the mutation of positions that have been calculated by the system and submitted for mutation out or if from other people, it becomes a mutation into the Islamic institution of learning itself and becomes a separate consideration.

c. EMIS Utilization for Quality Improvement

When talking about the quality of Islamic institution of learning, it can be interpreted as "an Islamic educational institution that has a quality curriculum, strategy, teaching, learning, and there is interaction between interested parties, namely students, teachers, parents, the environment, and related school officials", with the aim of producing quality and reliable graduates. Therefore, an Islamic institution of learning is said to be of high quality if the Islamic educational institution has a vision, mission, goals, and objectives, starting with the recruitment (input) of both teachers, students, and education personnel, by paying attention to real improvements in the teaching and learning process by paying attention to the surrounding conditions, and finally that goal produces good graduates.

This has also been conveyed by Mr. Nur Ahmad Syahid, stating, in EMIS planning in the short, medium and long term, the EMIS data itself first requires Graduation Standards where the EMIS data includes student entry and exit data, data on values from the school of origin, data on the condition of parents/guardians, so that from there one can assess the strength of the madrasa and the carrying capacity of parents from an economic, educational point of view, and determine the making of a program such as enrichment, deepening of material or additional hours of learning, and from there to work on these data at the IMMIM Putra Makassar Modern Islamic Boarding School can improve the competence of graduates, as a result every year the incoming

and outgoing data of students must be different, so a flow is needed according to the system, because the development of EMIS from year to year has increased and progress, for example the EMIS data will be synchronized with the Digital Institution Report Card, later the input will only take from the EMIS data.

EMIS itself is very supportive of improving the quality of graduates at the Modern IMMIM Putra Makassar Islamic Boarding School, namely from the EMIS data, activity programs will be carried out, for example, if the input is not good, then students are sought for enrichment training, deepening material, or additional hours of learning in order to control it. To control these graduates in EMIS data will be drawn for College Entrance Test Institute data, the data that goes to College Entrance Test Institute is a selection for students who want to enter college. So, it can be seen how the value patterns of a learning institution can be a factor in supporting graduates at the Modern IMMIM Putra Makassar Islamic Boarding School. One of the expected competencies of students at Modern IMMIM Putra Makassar Islamic Boarding School is that "the number of students admitted to state universities" can be higher than in previous years, which can always be maintained and improved. For the evaluation of EMIS itself at the Modern IMMIM Putra Makassar Islamic Boarding School, almost every year it conducts an evaluation by providing enrichment programs or deepening the material either directly or indirectly.

In improving quality, there needs to be "successful management of student data needs cooperation between the Modern IMMIM Putra Makassar Islamic Boarding School and all parties in the Modern IMMIM Putra Makassar Islamic Boarding School. So, at the beginning of the school year, the institution itself will make a notice requesting the collection of student data, besides that, the first step through the New Student Admission Committee is a brochure in which it is stated that photocopies of diplomas, families, and National Examination Result Certificate where there is an National Student Identification Number" are required for new student registration.

The results of interviews with the institution's administrators state that "the main key to improving the quality of education in a Islamic institution of learning cannot be denied that teachers as educators play a very important role. Without being supported by the quality of good teachers, the pursuit of quality education will be in vain" or cannot run optimally. So indeed, to prioritize that teachers are the determining factor for the quality of an Islamic institution of learning does not stop there, but there are other significant contributions, namely the performance of education personnel, in this case one of them is the EMIS operator admin who routinely inputs this EMIS-based application.

When researchers asked one of the teachers named Mrs. Melia Ilhamrah, she stated that to make a good quality control of graduates, it is hoped that all school residents will take part and support each other, even though the principal is

the leader, but still all school residents participate in each other. In addition to EMIS as a basic data collection carried out by the EMIS admin, but when there is an activity/ event and human resource development carried out by teachers or students, it becomes a special attraction and makes a good contribution to the institution itself. This was also conveyed by brothers/sisters Amaani Zahwa, Biqis Harynasta, Zaki Ahmad, and Abid Hidayat, who revealed that if a school or educational institution is good and of high quality, it must have a precise and accurate collection of information. By using EMIS, all school communities are also involved with success.

CONCLUSION

1. The essence of EMIS implementation at the IMMIM Putra Makassar Islamic Boarding School is actually to achieve clear and measurable data collection objectives of the IMMIM Putra Makassar Islamic Boarding School through optimizing its human resources. The assessment of human resources in the application of EMIS is measured through two sub-indicators, namely internal factors consisting of: attitude, expertise, and knowledge, where the three benchmarks as internal factors of human resources in the application of EMIS have not been maximized, so there needs to be an effort to improve human resources both in terms of attitude, expertise and knowledge. While external factors consist of three

sub-indicators, namely work tools, supporting resources, and coworkers, indicating that these three points have not been maximized/adequate in the application of EMIS at the Modern Islamic Boarding School IMMIM Makassar. Therefore, the application of EMIS emphasizes guidance and financing in supporting human resources at the IMMIM Putra Makassar Islamic Boarding School which is urgent to always be improved.

2. Supporting factors for the use of EMIS at the IMMIM Putra Makassar Islamic Boarding School include: The role of the leadership and understanding of the EMIS manager, where the leader coordinates their activities to achieve goals. The role of the leadership of the IMMIM Putra Makassar Islamic Boarding School Institution is also a benchmark for how far the understanding of the institution's operators in understanding EMIS.
3. The inhibiting factors faced by the IMMIM Putra Makassar Islamic Boarding School Institution, seen from the financing component, have not been properly managed, which results in existing funds not being utilized in a targeted and optimal manner to support the objectives of EMIS, to the quality of operators, seen from 2 elements, namely training and discipline of the Modern Islamic Boarding School of Qur'an Education at IMMIM Makassar, which are not sufficiently supportive, so it is very necessary to

improve in terms of training for EMIS operators at the Modern Islamic Boarding School of Qur'an Education at IMMIM Makassar, as well as in terms of the discipline of the Modern Islamic Boarding School of Qur'an Education at IMMIM Makassar in presenting the results of data collection.

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