

## ABSTRAK

**Mukhlis.** NIM. 220101050876, *Keterlibatan Komite Madrasah dalam Upaya Peningkatan Kinerja Tenaga Honorar pada MAN 2 Barito Kuala*, Pembimbing Nauriatul Muharramah, S.E.I., M.Pd. I, Pada Program Studi Manajemen Pendidikan Islam, Fakultas Tarbiyah dan Keguruan, UIN Antasari Banjarmasin 2026.

**Kata Kunci :** Keterlibatan Komite, Peningkatan Kinerja, Tenaga Honorar, Manajemen Pendidikan Islam.

Penelitian ini dilatarbelakangi oleh pentingnya peran tenaga honorar dalam menunjang proses pendidikan di madrasah, namun masih menghadapi berbagai kendala seperti rendahnya kesejahteraan, terbatasnya pengembangan kompetensi, serta kurangnya motivasi kerja. Selain itu, masih terdapat persepsi masyarakat yang memandang komite madrasah hanya sebagai penggalang dana. Penelitian ini bertujuan untuk mengetahui keterlibatan komite madrasah, mendeskripsikan peran komite sebagai pemberi pertimbangan, serta menganalisis bentuk dukungan komite dalam upaya peningkatan kinerja tenaga honorar di MAN 2 Barito Kuala.

Penelitian ini menggunakan jenis penelitian lapangan dengan pendekatan kualitatif deskriptif. Subjek penelitian meliputi ketua komite madrasah, kepala madrasah, dan tenaga honorar. Data dikumpulkan melalui wawancara, observasi, dan dokumentasi, kemudian dianalisis menggunakan model Miles dan Huberman yang meliputi reduksi data, penyajian data, serta penarikan kesimpulan dan verifikasi. Keabsahan data dilakukan melalui triangulasi sumber dan teknik.

Hasil penelitian menunjukkan bahwa keterlibatan komite madrasah dalam peningkatan kinerja tenaga honorar dilakukan melalui partisipasi dalam kegiatan madrasah, komunikasi dan koordinasi dengan pihak madrasah, serta pengawasan terhadap program terkait tenaga honorar. Komite madrasah juga memberikan pertimbangan berupa saran dan masukan mengenai pembagian tugas, kedisiplinan, dan tanggung jawab kerja. Bentuk dukungan komite lebih banyak diwujudkan melalui dukungan finansial, seperti membantu penambahan honor dan kebutuhan operasional tenaga honorar. Selain itu, komite juga memberikan dukungan non-finansial berupa motivasi dan dukungan moral. Keterlibatan tersebut memberikan pengaruh positif terhadap kedisiplinan, tanggung jawab, dan semangat kerja tenaga honorar dalam mendukung peningkatan mutu pendidikan di madrasah.

## ABSTRAK

**Mukhlis.** Student ID 220101050876, *The Involvement of the Madrasah Committee in Efforts to Improve the Performance of Honorary Staff at MAN 2 Barito Kuala*, supervised by Nauriatul Muharramah, S.E.I., M.Pd.I., in the Islamic Education Management Study Program, Faculty of Tarbiyah and Teacher Training, Antasari State Islamic University Banjarmasin, 2026.

**Keywords:** Committee Involvement, Performance Improvement, Honorary Staff, Islamic Education Management.

This study is motivated by the important role of honorary staff in supporting the educational process in madrasahs. However, they still face various challenges such as low welfare, limited opportunities for competency development, and lack of work motivation. In addition, there is still a public perception that the madrasah committee functions merely as a fundraising body. This study aims to identify the involvement of the madrasah committee, describe its role as an advisory body, and analyze the forms of support provided in efforts to improve the performance of honorary staff at MAN 2 Barito Kuala.

This research employs a field research design with a descriptive qualitative approach. The research subjects include the head of the madrasah committee, the head of the madrasah, and honorary staff. Data were collected through interviews, observations, and documentation, and analyzed using the Miles and Huberman model, which consists of data reduction, data display, and conclusion drawing and verification. Data validity was ensured through source and technique triangulation.

The results of the study indicate that the involvement of the madrasah committee in improving the performance of honorary staff is carried out through participation in madrasah activities, communication and coordination with the madrasah administration, as well as supervision of programs related to honorary staff. The madrasah committee also provides considerations in the form of suggestions and recommendations regarding task distribution, discipline, and work responsibilities. The committee's support is mostly manifested through financial assistance, such as helping to increase honorariums and fulfill the operational needs of honorary staff. In addition, the committee also provides non-financial support in the form of motivation and moral encouragement. This involvement has a positive impact on the discipline, responsibility, and work motivation of honorary staff in supporting the improvement of educational quality in the madrasah.