IMPROVING THE DISCIPLINE OF TEACHER PERFORMANCE THROUGH MANAGEMENT INFORMATION SYSTEM (SIM)-BASED SUPERVISION AT AR-ROFI'IYYAH ISLAMIC JUNIOR HIGH SCHOOL IN KRAKSAAN, PROBOLINGO

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ABSTRACT

The school is facing challenges related to weaknesses in teacher discipline in carrying out daily tasks, such as frequent lateness, lack of reporting on learning activities, and poor classroom management. This study uses a qualitative approach and a school behavior research method conducted in two cycles. The instruments used in this study include observation, interviews, and documentation. The use of a School Information Management System (SIM) was implemented through a simple application that covers online attendance, educational activities, and daily performance assessment. The results showed a significant improvement in teacher discipline, with attendance increasing from 76% to 94% after the implementation of the SIM. Additionally, teachers became more motivated due to increased transparency and a better reporting system. This study concludes that SIM-based supervision and accountability-driven discipline are highly effective in improving teacher performance.

Keywords: *Teacher Discipline, Management Information System (MIS), Performance Supervision*

INTRODUCTION

Teacher discipline is one of the important aspects in improving the quality of education at school. Disciplined teachers are able to set a good example for students, carry out their duties with responsibility, and support the achievement of educational goals. However, in practice, teacher discipline is often a challenge, both in terms of attendance, performance of duties, and fulfillment of educational administration. Teacher discipline is key in creating a conducive and effective learning environment. Disciplined teachers are able to provide role models for students, improve the quality of learning, and enforce rules fairly and consistently.[1] Disciplined teachers not only

[1]Mulyasa, E. (2013). Becoming a Professional Teacher -Explores how teachers must be disciplined in their duties to create effective learning.

carry out their duties well but also become role models for students in their behavior.[2] . Teacher performance reflects the results or achievements of their duties and responsibilities .[3]

This system helps in managing attendance data, performance appraisal, professional development, and education administration digitally, making it easier for schools and related agencies to monitor and evaluate teachers.[4] This study aims to examine the effectiveness of SIM-based supervision in improving teacher performance discipline at Ar-Rofi'iyyah Islamic Junior High School. In addition, this study will also analyze the extent to which the application of information technology can support better school governance. With SIM, school supervisors, principals, and education offices can easily access real-time teacher performance data to ensure the quality of learning is maintained.[5]

The importance of Management Information Systems also adds insight for institutions to further develop management information systems, with the existence of management information systems, information technology can be utilized, so that management information systems further increase effectiveness and efficiency in institutions .[6]

By implementing this management information system can also improve the results of teacher performance in teaching .[7]

SIM-based supervision allows real-time monitoring of teacher performance, so principals and supervisors can take corrective action quickly. This is in line with the findings in the study which showed that principals' supervision management plays a significant role in improving teacher performance.[8] Ar-Rofi'iyyah Islamic Junior High School, which has a private status and is located in Kraksaan District, Probolinggo Regency, has implemented the Merdeka Curriculum. With this teacher performance management information system was built with the aim of assisting the teacher performance evaluation process...[9]

In the world of education, teacher discipline and performance are the main factors in determining the success of the learning process. Disciplined and well-performing teachers will be able to create a conducive learning environment and improve student learning outcomes. However, various challenges are still faced in managing teacher discipline and performance, especially in schools that do not have an effective supervision system. Teacher performance is the result of the work and

[2] Halimah, S., Roniansyah, P., Muttaqin, MZ, & Asy'ari, H. (2023). Analysis of Teacher Performance Improvement through Reward at Raudhah BSD Islamic Elementary School. Journal of Indonesian Islamic Education Management, 6 (2), 50-55.

[3] Panji, A. L., Muadin, A., Sudadi, S., & Salehudin, S. (2023). Principal Leadership in Improving Teacher Performance of SD Negeri 009 Penajam.

[4] Situmorang, R. (2020). Education Management Information System - Explains how SIM can be used in education to improve the effectiveness of teacher administration and evaluation.

[5]Mulyasa, E. (2013). School-Based Management: Concepts, Strategies, and Implementation Explains how technology can assist in managing and monitoring teacher performance.

[6]Safina, A.L., Ainol, A & Qosim, N. (2022). Implementation of Education Management Information System in increasing Parent Satisfaction of Raudhatul Athfal Brani Wetan Maron Students. Journal of Education and Counseling (JPDK), 4(4), 1886-1890.

[7] Rezqika, R. (2024). Implementation of Education Management Information System on Teacher Performance at SMP Negeri 1 Parepare (Doctoral dissertation, IAIN Parepare).

[8]RangkutiM. Y., JonisarJ., JonisarJ., HadiM., SyaodihC., & ParamansyahA. (2023). Principal Supervision Management on Teacher Performance at Permata Gemilang Integrated Islamic Junior High School.

[9]Oktiagraha, W. P., Proboyekti, U., & Oslan, Y. (2020). Teacher Performance Management Information System. Journal of Applied Information Technology, 4(2), 77-88.

obligations of an educator in carrying out his duties at an educational institution while serving as a teacher at that institution .[10]

Ar-Rofi'iyyah Islamic Junior High School, Kraksaan, Probolinggo, as one of the educational institutions committed to improving the quality of its education, faces similar challenges in improving teacher performance discipline. So far, the supervision system carried out is still conventional, making it less effective in providing quick feedback and supporting decision making. Therefore, the implementation of SIM-based supervision is expected to be an innovative solution to improve the existing supervision system.

Supervision based on Management Information System (SIM) is an innovative step in improving teacher discipline and performance at Ar-Rofi'iyyah Islamic Junior High School in Kraksaan, Probolinggo. With this system, supervision can be conducted more effectively, efficiently and based on accurate data. However, optimal implementation requires infrastructure support, training for teachers, and commitment from all parties involved in education.

Various efforts have been made to improve the discipline of teacher performance as one of the important factors in supporting the quality of education. One approach that has been developed is technology-based supervision, particularly through Management Information Systems (MIS). However, most studies still focus on the theoretical level or general application in public schools, and have not specifically examined the effectiveness of SIM-based supervision in the context of private Islamic schools.

Therefore, this study was conducted to describe in depth how the improvement of teacher performance discipline can be achieved through the implementation of Management Information System (SIM) based supervision at Ar-Rofi'iyyah Islamic Junior High School in Kraksaan Probolinggo.

RESEARCH METHODS

In this study, researchers used a type of qualitative research. This research is a research method used to understand social phenomena. Qualitative research is a research method that aims to explore an in-depth understanding of social phenomena or groups in a particular context.

The purpose of qualitative research varies greatly depending on the purpose. Related to its purpose, qualitative research has several types, namely research made for the benefit of the research itself, evaluation interests, or for personal interests.[11] The valuation interest is to improve the quality of teaching services at Ar-Rofi'iyyah Islamic Junior High School.

Qualitative research is used to research on natural object conditions, where the researcher is the key instrument. This approach if the research aims to understand how SIM-based supervision is applied in improving teacher discipline and performance. Researchers will conduct observations, interviews, and document studies to gain understanding.[12]

[10] Sopiana, S., Komalasari, I., & Resnasari, U. L. (2023). The influence of management information systems on teacher performance at Madrasah Aliyah Nahdlatul Ulama Tasikmalaya. Leadership: Journal of Islamic Education Management Students, 5(1), 40.
[11] Semiawan, C. R. (2010). *Qualitative research methods*. Grasindo.
[12] Moleong, L. J. (2018), Qualitative Research Methodology, PT Remaja Rosdakary

RESULTS AND DISCUSSION

Based on the results of observations and interviews conducted at Ar-Rofi'iyyah Islamic Junior High School in Kraksaan Probolinggo, several indicators of discipline were found that were not yet optimal. Before the implementation of Management Information System (SIM) based supervision, the condition of teacher performance discipline at Ar-Rofi'iyyah Islamic Junior High School in Kraksaan Probolinggo showed some significant problems. Some teachers were noted to often arrive on time, exceeding the predetermined arrival time. This has an impact on the late start of learning activities and the lack of role models for students.

Manual attendance makes it difficult to supervise teachers in real-time. Before the SIM, the supervision process was still manual. The principal had difficulty in conducting daily monitoring due to the lack of easily accessible data.

The results of Management Information System-based supervision at Ar-Rofi'iyyah Islamic Junior High School show an increase in teacher attendance. Teachers who were initially often late are now on time because of the application of the management information system, teachers are more responsible because they already know that their performance data is recorded and analyzed. The system used includes digital attendance, daily teacher reports, and application-based performance evaluations.

Implementation of Supervision Based on Management Information System (SIM)

The implementation of management information system-based supervision at SMP Islam Ar-Rofi'iyyah Kraksaan Probolinggo can be a strategic step in improving teacher discipline and performance, which in turn has a positive impact on the quality of education in the school. The application of management information systems in schools is very necessary because it can help the teaching and learning process of both teachers and students in the school.

A Management Information System (MIS) is a set of interactions between various information systems that provide information for managerial and operational needs[13] . In the context of education, management information systems are used to support management functions such as planning, supervision and evaluation. The application of Management Information Systems is no less important in improving the quality of school academic services so that it becomes the main indicator that the school is effective, several studies have been conducted to analyze the needs of SIM implementation.[14]

Implementation of management information system supervision at Ar-Rofi'iyyah Islamic Junior High School can consider the implementation of management information systems to improve teacher performance supervision. Management information systems can assist in collecting real-time teacher performance data, making it easier for principals to monitor and provide constructive feedback.

Implementing a management information system at Ar-Rofi'iyyah Islamic Junior High School can improve the efficiency of supervision in the process of evaluating

[13] Wardah, I., Izzah, I., & Rachman, P. (2024). Digital-based Archives Management Mumtaz Information System (Si Mumtaz) at Madrasah Aliyah Zainul Hasan 1 Genggong. Al Qodiri: Journal of Education, Social and Religious, 22(1), 30-45.

[14] Mayasari, A., Supriani, Y., & Arifudin, O. (2021). Implementation of information technology-based academic management information systems in improving the quality of learning services in vocational schools. *JIIP-Scientific Journal of Education Science*, *4*(5), 340-345.

teacher performance. It can also facilitate monitoring and evaluation, and provide constructive feedback to teachers to improve their performance.

The implementation of Management Information Systems in teacher supervision allows principals to directly monitor teacher activities, provide targeted feedback, and develop performance improvement strategies more objectively.Supervision is one of the important managerial functions in ensuring that teachers carry out their duties in accordance with the provisions and expectations.Management information systems are also part of management science. All functions of management, be it planning, organizing, leading, and controlling, are also needed for the success of activities in an organization, including in organizations in educational institutions . [15]

SIM implementation also encourages teachers to be more aware of their responsibilities because they know that their performance is systematically recorded and monitored. Over time, a more disciplined and professional work culture can be established in a quality school environment. With information technology-based supervision, schools can create an efficient, modern and measurable work environment. Improved discipline is no longer subjective or incidental, but the result of a structured and accountable process.

Analysis of Improved Teacher Performance Discipline after Management Information System

Analyzing the improvement of teacher discipline after the implementation of the Management Information System (SIM) in supervision at Ar-Rofi'iyyah Islamic Junior High School. With a qualitative approach, the results of the Management Information System (SIM) play a major role in improving teacher discipline, especially in terms of attendance, reporting and compliance with work rules. The functions used such as how to improve the quality of teacher performance, and evaluate the improvement of the quality of teacher performance are . [16]

However, many schools still face the challenge of inefficient manual supervision. At Ar-Rofi'iyyah Islamic Junior High School is committed to improving the quality of education through a technology-based approach. One of the innovations is the implementation of an integrated school Management Information System. Principals have an obligation to improve teacher performance, which ultimately impacts on the performance of the school organization .[17]

The Management Information System used includes features. (1) Online teacher attendance is done through the application, (2) automatic teaching schedules and teacher performance activities are integrated with the system, (3) teacher performance reports in filling out daily activity plans and reports digitally, (4) monitoring of school principals who can monitor teacher performance at any time through the Management Information System dashboard.

Impact on teacher discipline: (a) the attendance rate increases because the system records the absence time accurately, (b) tardiness decreases because

[15] Sonia, N. R. (2020). Implementation of the Education Management Information System (Simdik) in Improving the Quality of Education at Madrasah Aliyah Negeri 2 Ponorogo. *Southeast Asian Journal of Islamic Education Management*, *1*(1), 94-104.

[16] Hasaniyah, S., Bukhori, I., & Islam, M. H. (2022). Quality Improvement Management of Teacher Performance at Raudlatul Khair Islamic High School Jatiadi Gending Probolinggo. *Journal of Education and Counseling (JPDK)*, *4*(4), 2097-2102.

[17] Zubair, A., Sasongko, R. N., & Aliman, A. (2017). Teacher performance improvement management. *Education Manager: Scientific Journal of Postgraduate Program Education Management*, *11*(4).

supervision is carried out directly by the system, (c) teachers are also more orderly in collecting administration, such as collecting lesson plans and learning reports.

Impact on teacher performance: (a) teachers are more motivated because their performance is recorded digitally and transparently, (b) improved teaching quality in preparing teaching materials according to a monitored schedule, (c) increased professionalism because teachers are accustomed to digital-based work systems.

Improving teacher performance is an urgent necessity. Low teacher performance reflects the lack of agility of school leaders in carrying out their role as educational leaders[18] . In improving teacher performance, school stakeholders are advised to support teachers' involvement in this management information system supervision program to improve their performance .[19]

CONCLUSION

Based on the results of this study, Management Information System (MIS)-based supervision has proven to be an effective strategy in improving teacher performance discipline. Through this system, the process of monitoring, evaluating, and reporting teacher performance can be done more accurately, transparently, and in real-time. At Ar-Rofi'iyyah Islamic Junior High School, the application of SIM in supervision allows the principal to follow up on teacher discipline quickly and precisely, while encouraging the creation of a more professional work culture.

With digitally documented data, teachers are encouraged to be more accountable for attendance, learning implementation and commitment to academic tasks. This contributes positively to improving the quality of learning and achieving overall educational goals.

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[19] Basuki, B., Mastiyah, I., Irawan, E., & Aziz, A. (2024). Performance of Islamic Religion Teachers in Madrasahs: Analysis of Problems and Solutions in the Learning Process. AL-ISHLAH: Journal of Education, 16 (2), 1497-1512.

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