

**EDUCATION MANAGEMENT OF ULAMA KADER TO PREPARE MUBALIG COMPETENCIES
(Qualitative study at the Ulama Cadre Education institution at MUI West Java Province)**

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Abstract

The success of the Wasathiyah Islamic Clerical Cadre Education is inseparable from the extent to which MUI conducts an analysis of educational needs in the implementation of planning, organizing, implementing, monitoring and evaluating functions, methods, and learning processes as well as any obstacles faced by the West Java MUI during PKU. Based on the results of the research findings, it was revealed that the data on MUI Ulama Cadre Education (PKU) in West Java province contained the mission of "Islam Wasathiyah" to realize the decision of MUNAS IX MUI 2015 in Surabaya which had two main functions, namely; The first is a personal function, namely the graduates of the tafakkuh Fiddin ulama as preacher cadres who have the ability to guide and guide Islamic teachings to society in a directed, moderate, polite and contextual manner. While the second is a structural function, namely graduates have the ability to become the leadership relay for MUI in the future. Ulama Cadre Education (PKU) to prepare the competence of preachers in MUI West Java province with the mission of Islam Wasathiyah is a form of regeneration of preachers. preacher. Approach to non-formal education theory for adults, Education and Training theory (DIKLAT) through the Analysis of Educational Material Needs, Learning Methods and Processes. Descriptive research method with a qualitative approach. Data collection techniques through triangulation, observation, interviews and documentation study. The conclusion of the PKU research results with the mission "Islam Wasathiyah" MUI West Java province has implemented proven management functions in; (1) Analysis of planning needs is characterized by the formulation of a vision, mission, objectives, material structure, focus methods, instructors, facilities, participant requirements, infrastructure, consolidation and outreach, and budget, conducting the opening ceremony, and successfully getting positive responses from various parties; (2) Analysis of the need for an organizational function marked by the composition of the committee, division of tasks, coordination, consolidation and outreach; (3) Analysis of the needs of the implementation function characterized by students, learning schedules, instructor assignments, the learning process, applying varied methods, and material conveyed, carrying out field studies; (4) Analysis of the needs of the monitoring and evaluation function is indicated by routine supervision, establishing rules of order, conducting motivation, having grid questions, carrying out final examinations and field studies, and managing administration; (5) Barriers and constraints analysis; (a) there are some managers who are less active; (b) less than optimal budget, (c) the backgrounds of students are too diverse; (d) the scoring system is still semi-formal. The results of the study showed that the students' output was described: (1) a description of the students' scores; (2) the substance of all subjects is understood; (3) master the principles of Islamic Wasathiyah mission; (4) mastering contemporary da'wah methods; (5) able to practice management sciences and da'wah methodology. The results of the study show that the outcome, graduates have a positive change in the picture; (1) there is an increase in science and insight is considered useful; (2) changes in interpreting

Wasathiyah's Islamic mission description; (3) feel great benefits; (4) changing styles, a more confident attitude in preaching activities; (4) the scope of da'wah services is getting wider; (6) positive support from the community and wider local government. The results showed that the PKU program with the Islamic Wasathiyah mission in the analysis of educational needs both internally and externally had not been explored in depth, it still needed innovation and creativity which had become a commitment as material for further PKU program development. The results of the study show that this success adds to the credibility of the MUI West Java leadership, marked by full support from various groups, especially from the West Java provincial government and district / city governments in West Java. The results showed that PKU had the mission "Islam Wasathiyah" to be implemented in a sustainable manner. The results of the research show that monitoring and evaluation still require innovative, creative and coordinative development so that the competency standards of graduates are achieved. The results of this study have implications for the West Java MUI and competent parties as input and consideration in an effort to improve the analysis of the needs of PKU management functions. to prepare the preaching competency as expected.

Keywords: Analysis of management function implementation, innovation, Mubalig competence.

A. INTRODUCTION

The preacher's representation is still considered important and strategic, but in its development it is facing tough and complex challenges, both external and internal. External in nature, namely the role and function of preachers to be able to improve the quality of their role in overcoming the emergence of facts that intolerance, extremism and radicalism groups allegedly grew out of foreign thought, culture and ideology instilled through the use of information technology networks that are considered more effective, efficient and productive, that information and communication technology, especially internet-based media, the era of Information and Communication Technology (ICT) allows a person to convey messages to other people even at the end of the world. Internet media has changed the behavior, style, lifestyle and even views and ideology of each individual, including the network of terrorism and radicalism in Indonesia which cannot be separated from the use and utilization of Information Technology which has caused serious problems in the international world, in addition, there are other crucial problems, including other, narcotics abuse, pornography, conflicts between villages, student brawls, murders, murders that often utilize information technology networks as quoted in (CPI, 2-13), that Indonesia is ranked 114 out of 177 countries, low tolerance between religious communities, illegal drugs, pornography that has penetrated young children, low community participation in development, low compliance with laws and regulations, low sportsmanship in competition, and many other negative events that are a series of phenomena and realities faced by the generation i am young today.

The facts of these events and problems have poisoned the thoughts, views, attitudes and behavior of the younger generation which are clearly contrary to the values of Islamic teachings "Ahlussunnah Waj-Jamaah" endangering the integrity of the life of the nation as a society and as a state in the unitary state of the Republic of Indonesia based on Pancasila. It is indicated that the younger generation is having difficulty finding role models in building their own character, even though these characters are very much needed to encourage Indonesia to become a large and sovereign nation at home and abroad. Meanwhile, the challenges are internal, namely the increasing number of clerical figures typical of Tafakkuh Fiddin as role models, and charismatic as leaders of Islamic boarding schools have died (died) so that there is a scarcity of ulama which has an impact on the regeneration of scholars and preachers who have been the function of the Islamic boarding school continues to experience a decline in quality. and the quantity accompanied by changes and adjustments in the internal institutional development of the pesantren itself.

In general, there are three social problems that befall the Indonesian nation today, namely; (1) There has been a scarcity crisis of distinctive scholars who have knowledge depth and become role models in various regions. (2) There has been a scarcity of cadres of preachers (preachers) who play an active role in providing guidance to both the younger generation and the community through appropriate and correct methods and approaches of bill-hikmah in accordance with the understanding of ahlusunnah wal Jamaah. (3) There have been social problems and nationalism. The two challenges of the preachers make it clear how high the need to realize the regeneration of quality preachers, both scientific quality, nationalism insight, da'wah methodology and even skilled in the application of information technology

One of the nation's elements who are committed to thinking about the challenges above the Indonesian Ulema Council (MUI), which has long had an idea, the idea of regenerating preachers called "Education of the Ulama Cadre (PKU) with the Islamic mission of Wasathiyah which is considered relevant in overcoming the development of problems faced today, which then became one of the decisions of the 2015 MUI IX National Conference in Surabaya. Since 2017, the MUI of West Java province has realized the Wasathiyah Islam mission (PKU) program aimed at creating graduates who have personal, intellectual, social and national competences who have 2 (two) personal and structural functions; Personally, that is, graduates are ulama whose function is to have the superiority of the role and function of preachers, while the function and structural, namely the graduates of ulama have the ability to relay the leadership of MUI in the future.

The objectives of this study include; 1) Implementation of the process and stages of the planning function of materials, methods, and learning processes in increasing the competence of preachers; 2) The application of the process and stages of organizing material, methods, and learning processes of the Wasathiyah Islamic missionary cleric cadres in improving the competence of preachers; 3) The application of the processes and stages of the material, method, and learning process and education control of the Islamic missionary cleric cadres of Wasathiyah in improving the competence of preachers; 4) Implementation of the processes and stages of the system of monitoring and evaluation of the materials, methods, and learning processes of the Wasathiyah Islamic missionary cleric cadres in improving the competence of preachers; 5) Knowing the obstacles and constraints in preparing the material, methods, and learning process of the Ulama Cadre of Education with the mission of "Islam Wasathiyah" in increasing the competence of preachers.

While the benefits to be obtained include theoretical benefits and practical benefits. Theoretical Benefits, namely; This research is expected to obtain scientific findings that provide benefits to various relevant parties, especially the provincial government. The head of the provincial Ministry of Religion and related agencies, and especially to the leadership of the MUI of West Java province as the manager of ulama cadre education in understanding and empirical insight related to the process and stages of implementing management strategies in realizing an increase in the effectiveness and efficiency of the implementation of West Java MUI Ulama Cadre Education, and to other parties, both academics and education practitioners, both formal and non-formal education as a scientific theoretical reference or reference.

The practical benefits include:

1. For the West Java provincial government; that the results of this study are expected to make a positive contribution as material for consideration in formulating policies and cooperation in socio-religious development in West Java:

2. For the Ministry of Religion of West Java Province, that the results of this study are expected to provide information and be a positive contribution in determining the acceleration & collaboration of religious programs in the form of regeneration of scholars who have graduate competencies as preachers in the ministry of religion in West Java province;
3. For the MUI Leaders of West Java Province, that the results of this study are expected to make a positive contribution to improvements and strategies to improve, the development of the PKU program with the Islamic Wasathiyah mission in a sustainable, more effective, efficient and productive manner according to competency standards so that graduates can achieve the outcomes shown. personally as a cadre of ulama who act as preacher, and function structurally to be prepared for the future leadership of MUI;
4. For PKU instructors, it is hoped that the results of this study can make a positive contribution to increasing understanding of the importance of performance and mastery and application of various learning methods as an effort to realize the competence of cadre graduate preachers that are relevant to the current situation and condition of society.
5. For PKU participants, that the results of this study are expected to be a source of information and encouragement for students to have commitment, enthusiasm to prepare themselves to play a role as a qualified preacher who is assigned to a community with Islamic Wasathiyah character through da'wah messages that are wisdom, polite, tolerant, maintaining national unity and integrity, moderation through contemporary methods so that the material of Islamic teachings is appropriate, correct, and pleasantly accepted, then graduates function as human resources who are ready to become the leadership estafeta of MUI in the future.
6. For Regency / City MUI Leaders and the community, that the results of this study are expected to be a source of information and positive contributions to be able to help the availability of educated and trained ulama cadres to be useful for MUI districts / cities throughout West Java in improving religious science guidance services in a broad and in-depth manner. , as well as being able to preach the best as well as the best potential for the sons of the region to benefit the community according to the challenges faced at this time, and is an important potential for the benefit of MUI's leadership in the future.

Based on several assumptions in this study, the author is interested in conducting research with the title: Education Management Of Ulama Kader To Prepare Mubalig Competencies (Qualitative study at the Ulama Cadre Education institution at MUI West Java Province).

B. METHOD

The research used a qualitative research method approach based on the post-positivism philosophy, used to examine the condition of natural objects, where the researcher was the key instrument, the sampling of data sources was done purposively and snowball, the data collection technique was triangulation (combined), analysis data is inductive / qualitative and the results of qualitative research emphasize meaning rather than generalization (Sugiyono, 2010. p.15)..

This qualitative descriptive research technique tries to find various facts and data that are in accordance with the focus of the study. The phenomenon of ulama cadre education to produce professional preacher cadres will be closely related to the complexity in the field. With the data collection instruments interview or interview, survey, observation and direct involvement (participant observer). Key informants who come from the general chairman, general secretary, committee chairman, instructors, students, cross check with several graduates and MUI leaders in Sumedang and West Bandung districts will be key information that will be valuable input for finding design

implementation functions. PKU management function with the mission of Islam wasathiyah MUI, West Java province.

This study uses an interactive model of qualitative data analysis technique, which consists of three streams of activity that occur simultaneously, namely: data reduction, data presentation, and conclusion / verification. The stages of research implementation, the implementation of research conducted by researchers consisted of three stages, namely; (1) the preparation / field orientation stage, (2) the exploration stage for data collection and data processing, and (3) the member check stage. As for the research location, the research was conducted at the MUI secretariat office in West Java province, Jln. LL.RE. Martadinata number 36 Bandung and did a cross check with MUI Sumedang and West Bandung regencies. Then the research results are validated, to validate the research results, credibility, transferability, dependability, auditability, and confirmability are carried out.

C. RESULTS AND DISCUSSION

The theological foundation of research is sourced from Al-Qur'a Surat Al-Baqoroh, verse 143, which means "And thus (also) we have made you (Muslims), a moderate (fair and optional) people so that you become witnesses of (actions) humans and so that Rosul (Muhammad) will be a witness for your (actions). And Surat Ali-Imran; (paragraph 110); which means: "You are the best people who were born to humans, ordered the ma'ruf, and prevented evil, and believe in Allah. If the people of the book had faith, that would be better for them".

The underlying theory refers to the value system of the Sanusi theory consisting of 6 (six) value systems that are inherent and exist in the living system, namely, theological, physical-physiological, ethical, aesthetic, logical-rational, and teleological elements. (Sanusi, 2017. p. 74-75). and the Sanusi theory states that; education and learning aims and has the task of "intervening" the elements of various factors and their variables towards the level of development of a life of learning that is more meaningful, more independent, better, more beautiful, more rational, stronger, more useful, and more confident in monotheism and worship to Him (Sanusi, 2017. p.84). Using the Sagala theory, the vision of education must also look at the capabilities and internal conditions of the educational institution (Sagala, 2013. p.134). After the vision is formulated, then formulating the mission and mission statement are used as a reference for compiling plans and programs and Sharplin (1985); Mission is "reason for existence", mission as a description of what is to be achieved and for whom.

The implementation of PKU operational management functions with the Islamic mission of Wasathiyah MUI West Java refers to G.R.Terry's theory in his book entitled Principle of Management, it is explained that there are 4 (four) management functions, namely; Planning (Planning function); Organizing (organizing function); Actuating (implementation function); and Control (function of supervision / control) creates stages and processes that lead to PKU goals to be achieved optimally. Based on the results of the research, it shows that PKU with the Islamic mission of Wasathiyah MUI West Java is a form of non-formal education referring to the theory of non-formal education for adults. in order to achieve the desired educational goals, by emphasizing the formation of independence, in the framework of lifelong learning " (Terry, 2010).

In addition, the application of PKU needs analysis is education for adults who are bound by the principles of learning law, referring to Bryson's theory in Suprijanto states; "Adult education is all educational activities carried out by adults in everyday life who only use part of their time and energy to get intellectual enhancement. (Suprijanto, 2009. p.13). Besides that, what also includes adult

education are; Education for work provisions, education for new souls and spirituality by using Hamalik's theory of education and training (DIKLAT), that the concept of the education and training system is an effort to improve, develop and shape employees through education and training efforts in the form of tiered training, training courses, functional education and training, regeneration and operational education and training which are widely applied by an organization in order to improve work ability in facing its activities which are sought to improve community services (Hamalik, 2010. p.17). describes conformity with theory (Bryson, 1976, Faisal, 1981), in Suprijanto, about the law of adult learning. The application of the DIKLAT approach is appropriate in efforts to develop human resources to increase knowledge and skills (Suprijanto, 2009. p.15) according to Sumarsono (Sumarsono, 2009) supported by Dessler's opinion that education and training are both about the learning process using a variety of methods, prioritizing relatively short practices (Dessler, 2009. p.263) according to Rivai's opinion (Rivai, 2009. p.24) supported by Payaman Simanjuntak's theory, that the adult education component includes; learners; learning objectives; curriculum, implementing organization, direct benefit (Simanjuntak, 2005. p.14).

Meanwhile, the analysis of educational needs (AKP) because the theory of educational needs analysis (AKP) is an analysis that is relevant to education and training, then the theory of assessment of internal, external needs, and a combined model for preparing the competence of preachers is in accordance with Boyle's theory (Boyle, 1981. p. 156-158) about the analysis of educational and training needs reinforced (Brown, 2002. p.567-569).

Meanwhile, competency theory refers to Sedarmayanti's opinion; competence is something that someone shows in their work every day. The focus is on the fundamental characteristics a person possesses that directly influence, or can predict excellent performance (Sedarmayanti, 2010. p.126). And Mangkunegara, competence is a fundamental factor possessed by someone who has more abilities, which makes it different from someone who has average or mediocre abilities (Mangkunegara, 2013. p.113). Including the opinion of Kravetz; Competence is they translate intelligence into effective workplace behavior (Kravetz, 2004). Competence is knowledge, skills, attitudes (attitudes), and personal traits (KSAs), Sumarsono's theory states; that education and training are important factors for human resource development (Sumarsono, 2009. p.93)and referring to Robinson's theory in M. Saleh Marzuki states that there are 4 (four) benefits of training, including; Training as a tool to improve the appearance / ability of individuals or groups with the hope of improving organizational performance, then certain skills are taught so that employees can carry out tasks according to the standards desired by the organization (Saleh, 1992).

Based on the results of the research findings, it was revealed that the data on MUI Ulama Cadre Education (PKU) in West Java province contained the mission of "Islam Wasathiyah" to realize the decision of MUNAS IX MUI 2015 in Surabaya which had two main functions, namely; The first is a personal function, namely the graduates of the tafakkuh Fiddin ulama as preacher cadres who have the ability to guide and guide Islamic teachings to society in a directed, moderate, polite and contextual manner. While the second is a structural function, namely graduates have the ability to become the leadership relay for MUI in the future. Through the needs analysis that has been carried out, the PKU committee is able to identify things in the organization that need to be improved so as to obtain accurate data. The design of the Education and Training Needs Analysis is carried out by formulating the application of management functions into a model; Internal Model, External Model, and c) Combined Model by developing instruments with questions about Education and Training. The results of the study illustrate that PKU with the Islamic Wasathiyah mission at MUI West Java has shown the implementation of management functions, namely;

1. Material Planning, Learning Methods and Processes;

The committee is considered to have expertise and is successful in implementing the marine planning function, methods and learning processes through committee meetings as procedures in the organization that must be taken that are relevant to the characteristics of non-formal education for adults. The foundation of Taujihat Islam Wasathiyah and the special policies of the West Java MUI is the need for strategic values that have succeeded in becoming the committee's reference and reference into the formulation of the analysis of the needs for management functions which is pursued through committee meetings as procedures and mechanisms to be followed.

The committee is able to realize the PKU with the Islamic Wasathiyah mission to prepare preachers' competencies based on the vision, mission, goals and functions of PKU as the development of implementing operational management functions that are considered to have strengths and advantages that will influence the achievement of PKU goals directed in the work stages to achieve targets which must be achieved by prioritizing the principles of collectivity and collegial collectives, assisted by several staff who work full time at the secretariat.

The MUI of West Java province has succeeded in determining the formulation of a vision, mission, objectives and analysis of adult education needs to support the implementation of PKU. The committee was able to prepare the competency concept of PKU graduates with the mission of "Islam Wasathiyah" into personal competence, intellectual competence, social competence and national competence which has a broad and deep reach and scope to accommodate the noble values of the meaning of "Wasathiyah" which are integrated into categorization and material descriptions, the concept of focus methods, designing the needs of infrastructure, receiving and conducting tests of prospective students, identifying instructor needs, compiling lesson schedules, formulating rules, planning administrative governance, assigning instructors' time, socializing and publishing and conducting ceremonial opening ceremonies that were attended provincial government officials, clerical figures, leaders of Islamic organizations, academics were opened by the new Governor of West Java.

The distribution of the types of learning materials described in the description of competency standards provides a real picture to be directed towards realizing these competencies through an effective learning process, supported by skilled and experienced instructors who describe the significance into the scope of the potential, credible PKU vision. The vision of PKU, namely "Making PKU superior in producing highly capable and comprehensive scholars who are able to maintain, reconcile and unite the ummah for the realization of Indonesia as a dignified and civilized country" has illustrated its own potential and strength that is able to give great hope to the realization of the mission of Islam. Wasathiyah into the PKU program through strategic efforts which are translated into the PKU mission statement.

PKU's mission is; a) organizing a systematic and sustainable scholarly education and regeneration program; b) the development of the need for facilities and infrastructure in stages continues to be considered; c) carry out institutional cooperation with various national and international institutions. The mission description further clarifies the existence of a strong relevance to encourage the realization of optimal PKU implementation, especially in a strategic, comfortable location, even though the support of simple infrastructure has been able to encourage adult students to take part in the learning process which is considered to meet the requirements for implementing the PKU program. optimally even though they still have limitations and gaps that must be faced together.

The objectives of PKU have been successfully translated into descriptions of preachers' competencies that are focused on improving the science, insight and skills of contemporary da'wah methodologies that have been deemed to have reached the minimum criteria, which must be followed up by fulfilling needs that are considered fundamental to the creation of the PKU program implementation. In essence, the formulation of these objectives is to provide maximum service to students and instructors who are supported by materials, methods, curriculum through the learning process, monitoring and evaluation optimally. Based on the facts of the research results, the PKU learning material with the Islamic Wasathiyah mission which was the subject of the research prepared by the committee, has provided an overview of the achievement of targets to achieve competence in graduate functions facing current challenges.

Planning for learning materials that is encouraged by adjustments to the principles and characteristics of non-formal education for adults through the results of a small team study that was formed then agreed upon which is arranged in a distribution of material descriptions, namely: First, deepening contemporary da'wah; Second, the introduction and deepening of methodologies, ideologies, key concepts of thought, and movement ideologies that are "considered" to damage the understanding and thinking of Muslims; and Third, deepening the techniques and methodology of da'wah in the form of journalistic training, leadership, multimedia.

The description of the material description is broken down into categorization and 1 (one) field study, in each categorization arranged (supervises) the types of relevant material, All types of learning materials include the achievement of each competency in the curriculum and syllabi, and are presented in the description of the study material parses in a straightforward and open manner giving an objective picture which is believed to have the appeal of containing appropriate content, the contents are arranged sequentially, with all the information needed and additional field studies supported by the concept of applying the discussion method / Focus Group Discussion, problem solving which is relevant to adult education, while in the material of thought and civilization studies, Dirasah Islamiyah, and the challenges of da'wah and the instructors' organizations are advised to use the skill method and or the Field trip method which is able to deliver an effective and productive learning process which is selected based on educational goals.

The application of this method is able to help people organize their past experiences through new ways, such as consultation, sensitivity training, and several types of management exercises that can help individuals to better utilize what they already know, and will be able to provide better knowledge or skills. rather than the knowledge or skills they already have so that the learning process becomes interesting and is believed to be able to achieve the goals as expected. MUI West Java is well aware that the application of these methods depends on the readiness and intelligence of all instructors in an intelligent, innovative manner supported by instructional media. From the above planning, the committee is able to classify general goals (goals) into the teaching domain so that they are optimally connected to the domains of intellectual skills, psychomotor skills, verbal information skills, and attitude skills, because in essence planning is a series of processes for preparing activities (events, circumstances, atmosphere, and so on).

Based on the research results that the planning of the learning process is revealed in the data; curriculum structure, descriptions and teaching materials, time and place for learning activities, instructors, learning schedules, students, student rules and regulations for all of them are listed in the PKU guidebook, then reveal data about the management of student administration and classroom

administration, lattice questions for the final exam, monitoring and evaluation of learning, as well as available infrastructure and facilities to support the creation of a learning process in accordance with the direction and objectives to be achieved. Based on the facts of the research results that the organizational planning is in accordance with the participatory planning procedure, namely; determine needs on the basis of anticipation of environmental changes, forecasts and determines programs, objectives, missions, specifies objectives, determines performance standards, determines tools / methods / alternative solutions, implements and assesses, and conducts reviews.

2. Organizing Learning Materials, Methods and Processes;

There is a committee structure that is directly under the coordination of the MUI West Java leadership, along with the division of tasks, procedures and work mechanisms reflected in daily activities, including routine supervisory duties and always approaching the instructor. All of this is illustrated by the presence of a person in charge, an element of the steering committee, and an element of the executive committee which is validated by a Decree. MUI West Java, number; 132 / SK / MUI-JB / X / 2016.

Structurally the committee is related to the tasks and functions that must be carried out, the direction carried out by the steering committee is intended to provide input in the form of information and technical explanations that require the attention of the organizing committee, although there is no written division of labor, with all the potential expertise and experience All work can run properly and completely and can be employed collectively collegially based on sincere intentions and the orientation is solely for the service of the interests of the people. In general, it is illustrated that the internal and external coordination aims to formulate PKU needs through analysis related to materials, methods and learning processes that will take place.

Coordinating student admission to district / city MUI, preparing services for students while in the MUI office every Friday afternoon, Saturday to Sunday for 7 (seven) months an effort to provide the best service and anticipate possible shortcomings that will occur. In addition, coordination with instructors is useful for delivering assignments, and confirming readiness to carry out teaching assignments in order to provide a clear picture to the committee.

Arranging rules and regulations, and all the administrative management needs that are needed aiming that material planning, methods that have been prepared can be implemented into the learning process and students who come to learn feel the recognition and guarantee of service from the committee, coordinating field study activities is an important part of can provide a good description of the standard location, time, travel and focus of the feasibility study for adult learners.

3. Implementation of Learning Materials, Methods and Processes;

The implementation of the learning process is the most important part that must be passed as a form of material planning and method realization into the learning process events to achieve goals. Based on the facts, the research results show that the PKU learning process is followed by 40 students which lasts for 7 (seven) months, held every Saturday-Sunday (1st hour; 09.00-11.30 WIB and the 2nd hour; 13.00-15.30 WIB), located at the MUI Hall, West Java building, Jln LRE Martadinata No. 105 Bandung; The number of class meetings was 95 (ninety-four) times supported by instructors with adequate expertise, supported by the application of the method of discussion (dialogical).

From the description, it is illustrated that the committee is able to realize learning materials, requirements for prospective students, realize curriculum and syllabi, expert instructors according to their scientific fields, carry out class administration management and students, carry out supervision, realize evaluation and assessment through final exams and seek to pay close attention target learning material realization by taking into account the factors; preparation of students, teach what needs to be taught, practice it to students.

4. Monitoring and Evaluation of Learning Materials, Methods and Processes;

Monitoring and evaluation are important elements in education, but no standard monitoring procedures are found. Through routine supervision, the committee intensively controls, especially during the learning process, consultation with instructors is an important part of the time, readiness and development of students. Based on the research findings, it was not found that any evaluation through committee meetings was carried out for that purpose.

The committee has successfully carried out the final exam which is the main requirement for conducting a scoring system. Based on the results of the study, it was revealed that the assessment procedure had been prepared in advance through the formulation of a grid of questions that described a description of the principles of competency standards. The grid of questions becomes the instructor's material in compiling the final exam questions.

The implementation of the final exam takes place followed by students who are seriously supervised directly by the instructors according to the specified schedule, the process of assessing the final exam results is carried out by each instructor. The description above illustrates that the self-reliance evaluation and assessment system is part of a system that is in line with adult education. At the end of the education period, a field study program was carried out at the location to Cianjur to have a close look at the procedures for slaughtering animals through stunning (stunning) which has received a central MUI fatwa, which is also recreational in nature.

Field study activities can be followed by all students accompanied by the committee and achieve satisfying results because they provide benefits to add knowledge and experience then become material for each student in compiling written papers into requirements and assessments that will be accumulated with final exam scores into outputs to determine graduation and student achievement. The committee succeeded in receiving a list of students' final scores from the instructors combined with the results of field studies, the results of which were taken into account by MUI for determining student graduation and achievement. Based on the fact that the evaluation and assessment of PKU with the mission of Islam Wasathiyah obtained data, that all participants were considered successful and passed the scores of A, B and C (varied) included in the graduation certificate submitted to each student after the PKU closing ceremony in 2017.

Internally, the committee shows the ability to supervise, evaluate and evaluate PKU students as a requirement in meeting the needs of non-formal education for adults, which is useful for measuring the output of students. The West Java MUI has been considered successful in controlling the quality of output combined with practical values and a comparative study of the results leading to the creation of graduate outcomes as the goals to be achieved even though there are still technical things through development.

From the study the results of the research show that the PKU program is a valuable new experience for MUI West Java, although the constitutional mandate is felt heavy, it is a sense of moral responsibility to the increasingly high demands and challenges of society, coupled with sincere and sincere intentions, the establishment of internal togetherness. administrators, and working hard, now feel proud that PKU's Islamic Mission Wasathiyah MUI West Java province can be implemented properly, this was revealed by the results of the cross check through interviews, observation and documentation to beneficiaries and beneficiaries, namely MUI Sumedang district and MUI West Bandung district Graduates in the two districts generally state that the PKU program with the Islamic mission of Wasathiyah MUI West Java is really useful, especially regarding the explanation of Wasathiyah Islam, the description of learning materials is supported by experienced instructors and experts according to their knowledge. what is said to be interesting can be absorbed optimally and is able to encourage students to always follow the learning process.

Graduates have succeeded in getting the benefits of being able to improve the quality of science, insight and skills for graduates and be able to function to help manage the management and MUI programs in the future. From these facts it can be concluded that the PKU with the Islamic Wasathiyah mission implemented by the West Java MUI has shown success, most of the graduates, even though they have not met the competency standards, have had a positive influence externally, and are even able to show the distribution of positive impacts seen in the combined model. From the results of research and studies, the West Java MUI has shown the efficacy of implementing the material management functions, methods, and learning process of PKU with the Islamic mission of wasathiyah to prepare the competence of preachers so that they are truly relevant to 6 (six) human life value systems, namely, theological value; that the West Java MUI Ulama Cadre Education is able to implement strategic Islamic scientific material, the concept of "Islam Wasathiyah" which has fundamental values to strengthen Islamic teachings both in practice, worship so that it remains istiqomah as part of the collective ijtihad of ulama at MUI which can be well received by students to be developed by graduates in the community through activities as Mubalig in an effort to provide guidance and enlightenment according to the challenges faced today. In accordance with the Physical-Physiological Value;

Through the West Java MUI Ulama Cadre Education, it has truly functioned strategically, because it has measurable strength in intellectuality, attitudes and behavior of graduates through a set of teaching materials, supported by expert instructors so that graduates experience better scientific changes, insights, and skills which functions to provide assistance to the community in accordance with current developments in science and technology. Related to Ethical-Legal Values; The implementation of the West Java MUI Ulama Cadre Education is a policy with good intentions, containing the value of true honesty, which is to realize the Islamic values of Wasathiyah as an agreement of the scholars, supported by material related to practical science as the development of science and technology. The science that is applied comes from the Qur'an and the Sunnah which cannot be wrong and must be believed as a guide for the safety of the world and the hereafter which is capable of bringing truth and justice that can be accounted for. Conforms to Teleological Value; The implementation of West Java MUI Ulama Cadre Education through the implementation of management functions has succeeded in realizing regularity, integrated discipline into the same goal for the progress and development of students. The scientific productivity obtained will affect the role and function of graduates as preachers who are skilled in contemporary da'wah methodology will foster effectiveness, starat productivity with innovative. In accordance with the Logical-Rational Value;

The implementation of West Java MUI Ulama Cadre Education through the expertise of the executive committee has succeeded in realizing its own charm, because the materials, methods and learning processes are in accordance with the situation, conditions and development of problems that are currently being faced. Likewise relevant to Aesthetic Value; The implementation of PKU at MUI West Java Province, although in the 1st batch of 2017 the conditions of the facilities and infrastructure were still limited, but after the committee made improvements, the arrangement, especially in the study room, succeeded in creating a safe, clean, and always able to maintain cleanliness and comfort. during education. synergistically, the value system approach allows humans to pay attention and take into account all that is needed based on the principles of the essential values of human life. Humans, in this case students as individual beings have been influenced by several potential intellectual, emotional, spiritual, and conscientious intelligence.

5. Material Barriers and Constraints, Learning Methods and Processes;

Based on the facts, the research results show that the MUI of West Java Province realizes and understands that the implementation of PKU with the mission of Islam wasathiyah still feels that there are obstacles and technical obstacles faced from planning to evaluation and assessment, among others; facilities and infrastructure are still limited, the intensification of the coordination role is not optimal, the budget is still limited, the formal education backgrounds of students vary, a small proportion of participants are less disciplined in following the learning process, there are still some instructors who have not used varied methods, do not have standard procedures Supervision and evaluation have not been optimal, leading to graduate competency standards, but they are considered insignificant and remain an input and consideration for future PKU programs.

D. CONCLUSION

The conclusion of the PKU research results with the mission "Islam Wasathiyah" MUI West Java province has implemented proven management functions in; (1) Analysis of planning needs is characterized by the formulation of a vision, mission, objectives, material structure, focus methods, instructors, facilities, participant requirements, infrastructure, consolidation and outreach, and budget, conducting the opening ceremony, and successfully getting positive responses from various parties; (2) Analysis of the need for an organizational function marked by the composition of the committee, division of tasks, coordination, consolidation and outreach; (3) Analysis of the needs of the implementation function characterized by students, learning schedules, instructor assignments, the learning process, applying various methods, and material being conveyed, carrying out field studies; (4) Analysis of the needs of the monitoring and evaluation function is indicated by routine supervision, establishing rules of order, conducting motivation, having grid questions, carrying out final examinations and field studies, and managing administration; (5) Barriers and constraints analysis;

The results showed that the PKU program with the Islamic Wasathiyah mission in the analysis of educational needs both internally and externally had not been explored in depth, it still needed innovation and creativity which had become a commitment as material for further PKU program development. The results of the study show that this success adds to the credibility of the West Java MUI leadership marked by full support from various groups, especially from the West Java provincial government and district / city governments in West Java.

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