STUDENTS MANAGEMENT
IN IMPROVING CHARACTERS AND ACHIEVEMENTS
AT MAN 2 BANJARNEGARA

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Abstract

This study aims to describe students management in improving characters and achievements at MAN 2 Banjarnegara, including (1) new students' admission, (2) students development through disciplinary, morals, and academic and non-academic achievements development, (3) the impact of characters and achievements building for the students of MAN 2 Banjarnegara.

This study uses a descriptive qualitative approach. Moreover, the data collection techniques use in-depth interviews, observation, and documentation study. Then, the data validation checking uses three criteria: credibility, dependability, and confirmability.

The Findings of this study are: First, the student's admission is made by making the breakthrough through scholarship registration for students with academic and non-academic achievements, selected through the scores in the report, championship certificates/achievement charters, academic potential tests, and for non-academic, there is a skills test. Then, students who pass the selections need to sign the achievement contract while studying at MAN 2 Banjarnegara. Second, character development is done through habituation and activity programs which are integrated into curricular and extracurricular activities. Third, students who take part in academic and non-academic achievement programs at MAN 2 Banjarnegara should have motivation, and a competitive spirit to achieve higher achievements, be more focused on self-development, and anticipate the use of wasted free time for some positive things/activities.

Keywords: student management, characters, achievements

I. INTRODUCTION

Characters and high achievements are everyone's hopes. Characters and high achievement are the results of the efforts to improve self-quality. Moreover, the self-quality improvement to achieve characters and high achievement is done through education. Essentially, education has two goals, which are helping people to become competent or intelligent, and helping them to become good human beings. The process of making them intelligent and smart, may be easier to do than making them to become good and wise, because changing characters cannot be done in a short time. Therefore, it is good to say that moral problems are acute problems or chronic illnesses that accompany human's life anytime and anywhere.

This is what triggers the importance of characters as an orientation in educational goals. Moreover, looking at the phenomenon of globalization, it can make things easier for students who want to get information that is less educational and tends to lead to bad things. The decline in moral quality in Indonesian life today, especially among students, demands that character-oriented education should be implemented. Schools are required to play their roles and responsibility to instill and develop good values and help students shape and build their characters with good values. Characters education is directed for placing emphasis on certain values – such as respect, responsibility, honesty, caring, and fairness – and helping students to understand, pay attention to, and implement these values in their lives. That is why, this condition demands the importance of education that is oriented towards the characters of students. Characters are reflection of a person's complete personality: mentality, attitudes and behavior. This kind of character education is more appropriate as characters education. Then, learning about etiquette, manners, and customs makes this kind of characters education put more emphasises on actual behaviors regarding how someone can be called as a good or bad personality based on contextual and cultural norms. It is used as the best way to ensure students have a good personality in their lives; problems related to moral-social problems, such as impoliteness, dishonesty, violence, sexual violations, and low work/study ethics.[1].

However, apart from having high characters, they are also expected to be successful or be called as achiever.

People who achieve are people who get success for their efforts. Achievement is not something that comes without hard work. listening to the life stories of people who achieve, we will find that they work hard to achieve their achievements. Therefore, a student's achievement is realized in obtaining good learning outcomes or graduating with good grades. Moreover, world athletes have started to learn about sports and practiced since they were teenagers or even elementary school. Likewise, great scientists are people who diligently study and experiment. Among thousands of experiments, there may be many times of failure that do not make them despair. It is that kind of hard work and big spirit that finally results in the future achievements.

Achiever believes that the results obtained match their hopes and desires. People who get results according to expectations mean they they are success. Everyone definitely wants their hopes, dreams, and desires to be achieved. All students certainly hope to achieve their achievements. However, achievement will not only make them proud, but also their family, community, nation, and state. Therefore, achievement has a very important meaning, including: achievement can be an indicator (marker) of the quantity and quality achieved from an activity, achievement can be valuable experience and information material for the future, achievement can be a source of pride for ones, family and society. Last but not least, achievement can be used to determine the level of intelligence and ability of a person or group.

Many people associate achievements with various awards. Awards are actually only a symbol of public recognition. This kind of awards takes various forms, such as certificates, trophies, medals, money, and so on. However, the most meaningful for someone who achieves is actually the recognition that the hard work they have done so far and the results that have been achieved through these efforts have received recognition from the society.

The need for students to develop themselves is to become students with high character or noble morals and also want to be successful in terms of academic or

non-academic achievement. Moreover, there are even students who want to be successful in everything. This obsession with achieving one's desires often causes problems for students. Therefore, it is necessary to provide services which are well managed for them. Students management tries to fill the need for good services, starting from the students admission at school until their studies completion at that school.

Therefore, for this success, it is necessary to manage students management to avoid useless directions that are not oriented towards characters and achievements. Students management aims to organize students' activities, so that these activities support the teaching and learning process at school; can improve students' knowledge, skills and psychomotor skills, channel and develop general abilities (intelligence), their talents and interests, and channel aspirations, hopes and meet students' needs and achieve their goals.

Furthermore, the teaching and learning process in schools can run smoothly and orderly, so that it can contribute to achieve school goals and educational goals.

Students management functions as a vehicle for students to develop themselves as optimally as possible, both with regard to aspects of their individuality, social aspects, aspirations, needs, and other aspects of students' potential.

MAN 2 Banjarnegara is a madrasah (moslems-based) school which is transferred from PGAN Banjarnegara in 1990. This school is now growing rapidly both in terms of the quantity and quality of the students. In terms of quantity, MAN 2 Banjarnegara has 1563 students consisting of 40 study groups or classes, which is a relatively large number of students at the Central Java provincial level. At the MAN level in Central Java, it is the second largest after MAN Karet Magelang. Moreover, in terms of quality, MAN 2 Banjarnegara now has succeeded in winning various championships, for both academic and non-academic. For academic competitions, many students at this school qualified for the Regency Science Olympiad, ranking 2nd after SMAN 1 Banjarnegara, and various students academic championships. From non-academic competitions, they

also often participate in and win such as in silat, volleyball, futsal, soccer, takraw, poetry, and writing from regency, provincial, and even national levels. In terms of moral characters, some parents understand how to direct their sons and daughters to pray, understand the lessons of the Islamic religion and have noble morals. After schooling at MAN 2 Banjarnegara, many of their children become better individuals, and more noble.

This background is what makes the writer interested in studying students management in improving characters and achievements at MAN 2 Banjarnegara, which includes (1) how to accept new students, (2) how to develop students through disciplinary development, noble moral development and achievement development for both academic and non-academic, (3) as well as the impact of building characters and achievements for the students at MAN 2 Banjarnegara.

II. THEORETICAL BASIS

A. Concept of Students Management

In UU RI no. 20 of 2003 concerning the National Education system states that students are members of society who seek to develop their potential through the learning process available in certain ways, levels, and types of education. Meanwhile, according to the UPI Educational Administration Lecturer Team[2], students are people who have the choice to pursue knowledge in accordance with their dreams and hopes for the future. Students are input component in the education system which is then processed in the education process, so that they become quality human beings in accordance with the national education goals.

Therefore, students are members of society who have the choice to pursue knowledge in accordance with their ideals and hopes for the future by trying to develop their own potential through the learning process available on certain paths, levels, and types of education to become quality human beings in accordance with the national education goals.

Moreover, Ary Gunawan explains that students management is the entire process of activities that are planned and carried out deliberately as well as

continuous guidance to students so that they can follow the learning process effectively and efficiently from the students' admission to the graduation.[3] Then, according to Kurniawati[4], students management is the entire process of activities that are planned and carried out deliberately in the form of ongoing coaching for all students (in the educational institution concerned), so that they can participate in the teaching and learning process effectively and efficiently.

Therefore, students management is part of school management which focuses on students, starting with planning students admissions, followed by students management in the form of coaching, directing, and mentoring students which leads to the school's vision and mission and is based on their interests, talents, and the dreams, so that they can participate in the educational process and achieve success according to the expectations of students, school, parents, and government.

The aim of students management is to organize students activities, so that these activities support the learning process in further school educational institution. The learning process in school can run smoothly, and orderly, so that it can contribute in achieving school goals and educational goals.[5]

The study of students management is a broad study. In this study the writer focuses more on the new Students admission and Students Development.

Before accepting new students, a school must consider the needs of the students by analyzing the needs of the students. With this step of analyzing student needs, the school can plan student needs, so that the school can determine the number of students to be accepted. Apart from that, another step that must be taken by the school is to prepare programs for students while they are schooling. This is done so that services to students can be provided optimally.

According to Ali Imron[6], students planning is an activity of thinking in advance about things that must be done regarding students at school, whether students will enter school or they will graduate from school. What is planned are the things that must be done regarding students admission up to students graduation. Students must be planned, because with planning everything can be

thought out carefully. Therefore, some problems can be handled as soon as possible.

According to Imron[7], the school's conditional factors include the capacity of new classes, criteria regarding students who can be accepted, available budget, infrastructure and facilities, available educational staff, number of students living in the first grade, and so on. The operational policy for students admission also contains the registration and selection or screening system that will be applied to students. Apart from that, the student admission policy also contains registration times, when it starts, and when it ends.

Ali Imron[8] explains that students who can be accepted into an educational institution such as a school must fulfill several predetermined requirements. Everyone has the same rights to obtain educational services. However, they are not automatically accepted into an educational institution such as a school, because to be accepted they must first fulfill predetermined obligations and requirements.

The stages in students admission in general include:

a) formation of students admission committee,

b) registration of new students,

c) selection of new students,

d) re-registration of the accepted students,

e) reporting on the responsibility of implementing new students admission
   to the school principal,[9]

f) Students Orientation,[10]

g) Students placement,[11]

B. Students' Characters Development

The next step in students management is to provide guidance and development for students. This is done so that students get a variety of learning experiences to prepare them for their future life. Moreover, in order to gain this learning experience and knowledge, students must do various activities in order to build and improve their characters. According to Indonesian Dictionary

(2016), characters mean psychological traits, morals, or manners that differentiate a person from others. Abin Syamsuddin[12] states that characters are whether ones are consistent in adhering to ethical behavior, and consistent in holding a position or opinion. Then, characters education according to Lickona (2012) is a deliberate effort to help someone so that they can understand, pay attention to, and do core ethical values. According to the Psychological Dictionary, characters education is personality viewed from an ethical or moral starting point, for example a person's honesty, and is usually related to relatively fixed traits.[13]

Improving moral/noble characters is an urgent need in facing the challenges of the times, including the increase in promiscuity, the rise of alcoholism, drug abuse, pornography, and destruction of others' properties. Therefore, characters education is very important to minimize this situation.

According to Lickona[14], characters are related to moral knowing, moral feeling, and moral behavior. Based on these three components, it can be stated that good characters are supported by knowledge about goodness, the willingness to do something good, and doing good deeds.

Schools are educational institutions created by society to provide a learning environment and learning space for learning and teaching as well as a place to give and get lessons. Learning activities are carried out to shape characters and development.[15] Moreover, schools are places where students interact in the teaching and learning process. Therefore, schools are the most effective institutions for forming students' characters. According to the UPI Educational Administration Lecturer Team[16]. Educational institutions namely schools in coaching and developing students usually carry out activities called curricular activities and extracurricular activities. It can be said that these extracurricular activities are forum for students activities outside of school hours or outside curricular activities. In this activity, students are processed to become the human beings that are expected to be in accordance with the educational goals. Students' talents, interests, and abilities must be developed optimally through curricular and extracurricular activities. In students management, there is no assumption

that curricular activities are more important than extracurricular activities or vice versa. These two activities must be carried out because they support each other for both in the process of coaching and developing students.

C. Academic and Non-Academic Achievement

1. Academic Achievement

According to Panji Seno,[17] academic achievement is an achievement achieved by students related to a field of expertise that has received recognition from educational institutions. Academic achievement is a term used to indicate an achievement of a level of success regarding a goal, due to ones' optimal learning efforts.

Academic achievement is the result of lessons obtained from learning activities set out in the cognitive curriculum and determined through measurement and assessment. Therefore, academic achievement related to learning is mastery of knowledge which can be measured by tests, such as daily tests, mid-semester tests, semester tests, school exams, and national exams. Then, report cards are an example of an instrument that can be used as a benchmark for students' success in receiving academic activities at school.

According to Muhibbin Syah,[18] the factors that influence students' academic achievement consist of three parts, namely: (1) internal factors (factors that come from within students); (2) external factors (factors that come from outside the student); (3) the learning approach factor (approach to learning), namely the type of students learning effort which includes the strategies and methods used by the students to carry out learning activities regarding lesson materials.

2. Non-Academic Achievement

Non-academic activities are activities carried out outside the provisions in the curriculum and are used as forum for students activities outside curricular lesson hours. With these non-academic activities, students can develop their potential through various kinds of extracurricular activities.

These extracurricular activities are formed based on students' talents and interests, so that they can develop their potential optimally.

According to Suharsimi Arikunto, quoted by Suryosubroto,[19] extracurricular activities are activities carried out by school or university students outside the program structure which are generally optional activities. These activities exist at every level of education from elementary school to university. Extracurricular activities are intended so that students can develop their personality, talents, and abilities in various fields outside the academic field. Moh. Uzer Usman [20] defines extracurricular activities as activities carried out outside face-to-face class hours, whether carried out at school or outside school with the aim of further enriching and broadening the knowledge and abilities that the students already have from various fields of study. The objectives of extracurricular activities according to the Directorate of Vocational Secondary Education quoted by Suryosubroto[21] are:

a. Extracurricular activities must be able to increase students' knowledge both in terms of cognitive, affective, and psychomotor aspects

b. Developing students' talents and interests in personal developments towards positive human development.

c. able to know, recognize, and differentiate the relationship between one subject and other subjects.

III. RESEARCH METHODOLOGY

This study uses a qualitative research method as stated by Bogdan in Lexy J. Moleong, that a qualitative method is a research procedure that produces descriptive data in the form of written or spoken words from people and observed behavior.[1] According to Lexy J. Moleong,[22] the qualitative approach aims to understand the phenomena experienced by the research subjects, for example behavior, perceptions, motivation, actions, and so on. A qualitative

approach is used in this study, because this approach is to understand rational reality as a subjective reality where the process of observation and in-depth interviews are very important in data collection. The data that will be collected will not be in the form of numbers, but the data that comes from interview scripts, field notes, personal documents, notes, memos, or other official documents. This study is conducted at MAN 2 Banjarnegara. The research data is obtained through interviews with the principal, deputy head of curriculum, deputy head of student affairs, coordinator of achievement class, extracurricular supervisor, and the students of achievement class. The Secondary data in this study is obtained from books, documents, literature that are in accordance with the research discussion, and data that can provide information about students management at school. the data analysis is more focused during the process in the field along with the data collection. Next, the data analysis process begins by reviewing all available data from various sources, namely interviews, observations that have been written in field notes, documents, drawings, photos and so on. Then, checking the validity of the data is a proof that what the researcher has experienced is in accordance with what actually exists, as well as comparing the results of interviews from one informant and other informants. The results of data collection need to be reduced (data processing) starting from editing and coding. Then, the final stage of the data analysis is to check the validity of the data.[23]

IV. STUDENTS MANAGEMENT IN IMPROVING CHARACTERS AND ACHIEVEMENTS AT MAN 2 BANJARNEGARA

A. New Students Admission

The initial activity of students management is the admission of new students with the following stages:

1. Formation of students admissions committee,

At MAN 2 Banjarnegara, when accepting new students, the school also follows this procedure. Previously, the activity budget was designed at the beginning of the school year through the Madrasa Activity Budget Plan

(RKAM). In the RKAM, funds are designed for the new students admission, provision of new students, and so on. After the odd semester ended around December, the Principal instructed to the deputy Head of Student Affairs to prepare a committee draft, all educators or education staffs are included in the committee. After the committee composition is formed, the Principal approves and issues a Decree and gathers the entire committee to receive direction from the madrasah principal.

2. Meeting to determine the new students,

To follow up on directions from the principal, the daily committee and section coordinators prepare a plan for the new students admission. Starting from the admission system, students capacity quota, requirements, and selection system, re-registration fees, orientation period, placement/grouping of students, the results of the coordination are then presented at a plenary meeting of the entire committee, then the improvement plan is reported to the principal.

3. Creation/installation/sending announcements,

Brochure making is carried out in accordance with the concept for New Students admission. Furthermore, socialization is carried out proactively to schools and moslem schools (madrasah) in Banjarnegara regency, totaling approximately 120 schools/madrasah.

4. Admission of the new students,

MAN 2 Banjarnegara implements three ways for the admission, namely the Achievement way, Interest way, and Regular way.

The achievement way is divided into two ways, namely academic achievement and non-academic achievement. The Academic Achievement way is opened at the earliest, intended for junior high school students who have a National Examination subjects score of at least 85. Moreover, for those who have a championship certificate, it can be attached. After registering with the administration regarding the report card and championship certificate or charter, those who pass the administration must take the academic potential test for the subjects at the National Examination, and for those who pass the academic potential selection, an interview will be conducted for them.

Furthermore, if everyone passes, there will be an interview test related to the ability to maintain and improve achievements while studying at MAN 2 Banjarnegara and the students' and parents' willingness to sign a Learning Contract for Students Achievement Scholarship at MAN 2 Banjarnegara.

However, the non-academic achievements are required for students who have non-academic achievements as proven by charters/certificates in the fields of sports, arts, and other fields.

students in the non-academic achievements way selection, apart from administrative checking, they also do expertise/skills tests.

Students who are accepted in the academic achievement way will have their education fees waived for three years and if they cannot maintain their academic achievements in each semester, their scholarships will be revoked. Meanwhile, students who are accepted in the non-academic achievements way selection are waived from the re-registration fee/first entry fee. If they achieve further achievements, they will be given an award and it is usually presented at the flag ceremony.

The achievement scholarship way is a new breakthrough in attracting students who have good academic and non-academic achievements.

Next, the second is the Interest way. it is basically intended for all prospective students who are interested in studying at MAN 2 Banjarnegara and can be accepted immediately as long as they fulfill the minimum standard administrative and interview requirements that can be accepted as new students at MAN 2 Banjarnegara, which are a minimum average report card score of 7.5 and appearsnce without tattoos, and vice versa. Almost anyone who lists of the interest way will be accepted, because applicants for interest way will be limited until the quota is full. If the quota is not full yet, the Regular way will be opened. It is the registration way which is based on report card scores, SKHUN scores which will be ranked based on the highest scores according to the shortage of quota for new students at MAN 2 Banjarnegara. For the example, If the 25 participants are needed, then only 25 students will be selected to be accepted.

If it is related to Imron's opinion, [24] which states that there are two types of admission systems for new students, then first, by using a promotion system, and the second by using a selection system, so MAN 2 Banjarnegara uses these two systems and is a combination of the two systems. It is stated that the promotion system is the admission of previous students without using selection. Those who register as students at a school are all accepted, so that those who register as students, none of them is rejected. Therefore, the selection systems can be classified into three types. First, selection is based on the UAN score list, second is based on interest and ability tracking (PMDK), and third is selection based on entrance test results. [25] The combination of the two systems is also a strategy in capturing achievements both in terms of academic and non-academic quality as well as in fulfilling the needs of quantity and equity of learning at MAN 2 Banjarnegara. It is because the motivation for studying at MAN 2 Banjarnegara is that students can also learn religion in general, "they will become good people". It is because parents entrust them to the madrasah and their children will learn at MAN 2 Banjarnegara, and understand religious knowledge and which can then be applied in their everyday life.

5. Selection

New students admission uses a combination of these two systems. Namely the selection system that applies to academic or non-academic achievement scholarship programs and promotion systems.

This promotion system is called the interest way. Even though there is no selection, a minimum standard registration score is required. Next is the Regular way, which is the final route as the last route until the quota is met. According to Badrudin, [26] the policy for new students admission must meet the specified requirements. Even though every student has the same right to receive educational services, they cannot automatically be accepted into an educational institution, such as a school because there are obligations that students must fulfill. The operational policy for new students admission contains rules regarding the number of students that can be accepted by a

school. Determination of the number of students is also based on the realities at school. According to Imron,[27] the school's conditional factors include the capacity of new classes, criteria regarding the students who can be accepted, available budget, existing infrastructure and facilities, available educational staff, number of the first graders, and so on.

6. Determination of the students who are accepted,
7. Announcement of the students who are accepted, and
8. Registration/re-registration of the students who are accepted.

In new students admission, there is also the option for prospective new students to choose from the available programs, which are natural Science, Social Science, and Religion programs. For the natural science and social science studies programs, there are also additional programs in the field of clothing and computer skills. Each program has only one additional class, namely the science skills and social studies skills programs. According to Badrudin,[28] students placement is the activity of grouping students which is carried out using a class system. Grouping students into classes (study groups) is carried out before students participate in the learning process. This grouping can be done based on the individual differences in the form of interests, talents, and abilities.

Grouping is based on the view that apart from students having similarities, they also have differences. The grouping is not meant to compartmentalize students, but instead aims to help them develop as optimally as possible. MAN 2 Banjarnegara adheres to grouping based on interests and based on achievement. Moreover, the whole class groupings are divided randomly, only based on the equal number of boys and girls in one class.

Therefore, students admissions are made through breakthroughs by registering for scholarships for academic and non-academic achievements, selected through report cards, championship certificates/achievement charters, academic potential tests and for non-academics, there are skills tests. For students who pass the selection must sign an achievement contract while studying at MAN 2 Banjarnegara.

Before learning begins at the beginning of the new school year, new students orientation will be held, so that students will be able to face the new cultural environment of the school which may be very different from the previous school. This orientation means an introduction that includes the physical environment and the social environment of the school.[29]

B. Students development through Discipline Development, Noble Moral Development, and Academic and Non-Academic Achievement Development

Students management is about how to manage students activities, so that they feel comfortable and can maintain and/or improve discipline, characters and improve their academic and non-academic achievements.

Discipline Development

Discipline development for students is carried out by creating MAN 2 Banjarnegara Students Codes/rules which is a safeguard for the implementation of the madrasah's vision and mission. The rules consist of rewards/appreciation and educational punishments. The rules are named APPRECIATION and APES. Appreciation is the number of students' achievements, while Apes is the number of students' violations. Each has consequences, if students excel, they will receive an award and conversely if they violate the rules, they will be punished. Socialization of Rules, Appreciation, and Apes is carried out by the madrasah during the subsequent orientation period in supervision every month by the homeroom teacher to inform students about the development of students' attitudes. For students who are recorded in the number of students violations, they will be handled by the class teachers and then guided in counseling by the teacher of guidance and counseling.

Students are motivated to comply the rules, for example in terms of neat clothing complete with the identity, shoes according to the provisions, also for boys, neat short hair, for girls a headscarf covering the chest. Moreover, the madrasah school's time starts at 07.00 AM, so students must be at the madrasah before that time. Students enter the madrasah environment and are

greeted by the teachers with handshake as a form of closer communication as well as monitoring the students' neatness. Students who are late will be sent home and given a letter by the teachers which must be signed by the students' parents. Tolerance is 10 minutes, for students who are 10 minutes late, students will be given a punishment to memorize and write juz 'amma which will be directed by the teachers.

For those who are late three times, their parents will be invited to madrasah to be given information about their son or daughter's tardiness. Previously, the homeroom teacher had called their children. It is hoped that by knowing this information, parents will be more attentive to their sons and daughters and as the results, students can try not to be late.

The existence of Students Codes or rules at MAN 2 Banjarnegara is in order to build students order. According to Hurlock, [30] regulations aim to provide children with approved behavioral guidelines in certain situations. For example, in school regulations, these regulations contain what students must do and what they must not do while they are in the school environment. The purpose of rules and regulations is to create conditions that support smooth, orderly, and peaceful atmosphere in the learning process.

Teenage students are very vulnerable to deviant behavior. Therefore, a law or rule is needed and must be implemented in schools which aims to limit every student's behavior. In the school environment, the "law" is the school codes/rules and regulations.

Discipline will make a person know and can distinguish what things should be done, what must be done, what may be done, what should not be done (because they are things that are prohibited). For a person who is disciplined, because it has become integrated within himself, the attitudes or actions he performs are no longer felt as a burden, but instead will burden him if he is not disciplined. The values of obedience have become part of the behavior in his life. Solid discipline will essentially grow and radiate from the results of human consciousness. On the other hand, discipline that does not

originate from an awareness of conscience will result in discipline that is weak and will not last long, or discipline that is static, not alive.[31].

Moreover, school rules and regulations have two important functions in helping children get used in controlling and curbing desired behavior. School rules contain obligations that must be carried out by students and prohibitions that must not be carried out by students, which also function as a control for students behavior/actions, and also contain sanctions for students who violate them. Therefore, the conclusion that the writer can put forward is that school rules and regulations function to educate and develop the habits of students at school towards better thinking and behaving. Because there are sanctions for violations of obligations or prohibitions for students, ones must be sure that, slowly or quickly, they will get used to carry out school discipline consciously with high obedience or compliance without the need for strict supervision or coercion. It is from the habit of obeying the rules and regulations outlined by the school that the goal of the process of forming students' good characters is successfully formed. Students will be aware of carrying out their obligations as students at school, at home or socially in their environment. They will behave religiously, disciplined, responsible, honest, study hard, be highly competitive, care about the environment, respect teachers, parents, be neat, friendly, polite, and respect each other.

Noble Moral Development

After the bell rings, students enter class and then have a group tadarus guided by one of the students using a central loudspeaker. The tadarus leadership officers are alternates between students who take part in Qiro'ah extracurricular activities or OSIM (intra-madrasah students organization) administrators. With a daily routine, except for ceremony days wich are the first Monday, the second week, and during big holidays where there are national ceremonies,. Tadarus Qur'an can influence students to read the Qur'an every day and those who are not yet fluent can be used as practice material.

Next, in dhuhur prayers time, all students go to the mosque to do midday prayers in congregation, followed by a seven-minute lecture. This happens

every day for a week. In friday prayers, students must be Khatib/speecher for male students and spiritual guidance for female students. Especially on Fridays for boys, Friday prayers are held in the indoor courtyard and for girls there is spiritual guidance by the teachers in their classrooms. Every Friday, all students are willing to donate part of their pocket money for social and religious activities called the uswatun khasanah fund. OSIM administrators will go to each class with the assistance of class administrators who have already raised students donation in their class.

This guidance and habituation, said Imam Heri, the MAN 2 Religious Advisor, can surely influence the students to be disciplined in dressing for school and praying. It will also affect awareness of praying, performing tadarus, giving infaq, and shodaqoh.

Students who are active in these habituation activities will develop a higher awareness of worship, noble character, and more responsibility, as stated by Nursahid, 12th grader of Religious class, that by actively managing Friday prayer activities and khutbah increases awareness to improve their knowledge and deeds of worship.

Non-Academic Achievement development

For students' extracurricular activities, participant data collection begins during the orientation period. The assistants from OSIM distribute questionnaires selecting the type of extracurricular activities to be participated in. There are around 25 extracurriculars at MAN 2 Banjarnegara. Scouting is a mandatory activity, and the rests are choiceful.

The extracurricular screening stage done by MAN 2 Banjarnegara is in accordance with the technical guidelines for preparing self-development programs through extracurricular activities. The deputy head of students affairs prepares guidelines regarding the mechanisms for self-development programs through extracurricular activities. The guidelines regarding the mechanism for preparing self-development programs through extracurricular activities consist

of the diversity of potential, needs, talents, interests of students and educational units.

The implementation of extracurricular activities at MAN 2 Banjarnegara begins with the preparation of extracurricular activity plans by each extracurricular coach. First, the coach is given an academic calendar and a draft plan for extracurricular activities that will be carried out over the next year. Then the draft is filled in by the coach regarding the types of activities that will be carried out over the next year. After completing the work plan, the draft is submitted to the extracurricular coordinator.

There are 27 types of extracurriculars at MAN 2 Banjarnegara, namely Youth Red Cross (PMR), KIR, OSN, Cinematography, Journalism, Football, Futsal, Badminton, Volleyball, Basketball, Tapak Suci, Tennis, Silat, English Conversation, Art Dance, Theatre, Tilawatil Qur'an, Tech, Marching Band, Tambourine, Calligraphy, PASUS, and Band.

C. The Impact of Character Development and Achievement for Man 2 Banjarnegara Students

Badrudin[32] says that self-development activities are an effort to shape the characters and personality of students which is carried out through counseling services and extracurricular activities. Extracurricular activities are a forum provided by educational units to channel students' interests, talents, hobbies, personalities and creativity which can be used as a tool to detect students' talents. There are various extracurricular activities including academic programs, sports, arts and culture, religion, scouting, leadership training, youth scientific work, youth Red Cross, journalism, theater, etc. Incidental activities are also called spontaneous activities. This activity is carried out spontaneously without prior planning. For Example collecting donations when a friend experiences a disaster or donating to the community when there is a natural disaster.

Based on initial observation, there is a directly communicationo with the deputy head of student affairs, P Agus Mahmud, that the implementation of

students activities has been carried out as well according to the existing program.

Students who actively participate in extracurricular activities have influence on the discipline, orientation, and motivation which are better positive and visionary. Among them, as stated by Pradika Iqbal, class XII IPS who participates in extracurricular football and futsal, He says that actively participating in extracurricular activities influences his personality towards more useful activities, such as not smoking and being motivated to become an expert and champion in football or futsal. Then, time seems very useful for activities that lead to extra interests that he is interested in rather than just going for walks that are less useful.

Also expressed by the Silat extracurricular coach, Mrs. Asih, she says that the students focus on silat training and are active in extracurricular activities. Silat training is also often accompanied by motivation to worship. Among them is the expression that even if students practice every day, they will not necessarily achieve success if Allah does not like it. That is why they must be diligent in praying so that they can achieve success. This is in line with the results of study conducted by Eli Kurniawati and Eni Rosmini which shows that: Through extracurricular activities, students can cultivate a sportsmanship spirit in all competitions, for example basketball or futsal, whether held internally or with other schools. Extracurriculars can also teach children the meaning of organization, even on a small scale. Moreover, children can learn to be leaders, administrators, or even learn to organize an interesting event in an extracurricular exhibition. There are many positive things that students can gain by participating extracurricular activities.[2]

"For students who often take part in extracurricular activities or competitions, the competitions will have an impact on increasing self-awareness for self-development according to their talents and interests", said Bahruddin. Moreover, the priority of activities that students participate in or are interested in increasingly motivates students to master these activities. This

tendency has an influence on students to reduce or avoid useless relationships or actions and become more aware of improving or thinking about their own careers.

Students who are already engrossed in their respective extracurricular activities are increasingly taking responsibility for improving their competences. For those who are in pencak silat, it is simply to always focus on the world of silat. For those who are active in scouting, they must participate and organize scout events. For those who play football and futsal, they are also always able to increase their flying hours in friendships and matches with other clubs from various cities.

Awareness of career advancement has influenced the minimum average requirements to be able to compete in academic achievement in order to continue to a higher level. As stated by Kana Tania, a social science 12th grader who is also a pencak silat athlete and has won the national martial arts championship in Jakarta, feels so meaningful in taking part in extracurricular activities to develop her abilities and creativity according to their potential, talents, and interests. Moreover, she also has a sense of social responsibility and meeting new friends also makes her relaxing, exciting and fun perhaps also for friends who participate in other extracurricular activities. Apart from that, Tana says that practicing pencak silat can also develop career readiness for those who want to register as policewomen. So in general, according to Amal's opinion in Syamsudar, [33] he states: "extracurricular activities at school contribute to create a high level of intelligence.

V.   Conlusion

Students management is part of school management which focuses on students, starting with planning students admissions, followed by students management in the form of coaching, direction, mentoring training and guidance of students which leads to the school's vision and mission and is based on interests, talents and dreams, so that they can participate in the

educational process and achieve success according to the expectations of them, schools, parents and the government.

Students management at MAN 2 Banjarnegara makes a breakthrough in the form of: First, a registration model for academic and non-academic achievement scholarships, selected through report cards, championship certificates/achievement charters, academic potential tests and for non-academics, additional skills tests. For students who pass the selection to sign an achievement contract while studying at MAN 2 Banjarnegara. Second, characters development is carried out through habituation and activity programs that are integrated into curricular and extracurricular activities. Third, students who take part in academic and non-academic achievement programs at MAN 2 Banjarnegara have motivation, a spirit of competition to achieve higher achievements and are more focused on thinking about self-development and can anticipate the use of wasted free time for positive things or positive activities.

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