Link the Dots: Pesantren University, Islamization, and Recruitment

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Abstract

This study aims to describe the relationship (link the dots) between Islamization, Pesantren Universities and Recruitment; the case of University of Darussalam (UNIDA Gontor). The method used is Prospective Case Study. There are five steps of the case study, namely: data collection, data reduction, data display and conclusions. This study has described the link between the three dots: Pesantren University (UNIDA Gontor), Islamization, and recruitment. The finding is recruitment as a gateway in selecting the best candidates to realize UNIDA's vision of Islamization. It can be concluded that the position of recruitment within the framework of a pesantren university has been described. In addition, this study also has various limitations including 1) this study has not described recruitment practices at UNIDA Gontor. 2) This study has not yet reached a detailed explanation of recruitment rules based on the vision of the Islamization of Contemporary Knowledge.

Keywords: Recruitment, Pesantren University, Islamization, Philosophy of Management, Islamic Human Resource Management

Introduction

One of the important themes in the Islamization of Knowledge is the establishment of an Islamic University(Al-Attas, 1993; Wan Daud, 1998); which becomes a place (laboratory) for Islamic scientists to research and develop knowledge; which will ultimately produce Islamic theories and technology (Islamic science) (Daud, 2016, p. 33). In the current context, the conception of an Islamic university - which is able to keep up with Western universities - has been echoed by many contemporary Muslim thinkers such as al Attas (Wan Daud, 1998); al Faruqi(Al-Faruqi, 1988; Muslih et al., 2024); and and A M Saefuddin. (Saefuddin, 2010; Sahidin, 2022); In realization, several Islamic universities carry the idea of integration of science and Islam such as ISTAC-IIUM (Huringiin, 2021; Ismunanto, 2016); Ibn Khaldun University Bogor (Syafrin& Hadi, 2021); UIN Yogyakarta(Abdullah & et. al, 2014); UIN Malang (Muhyi, 2018; Tharaba, 2019); and UIN Surabaya (Firdaus, 2018); as well as UNIDA Gontor (Nidzom et al., 2023).

Among the universities mentioned above, UNIDA Gontor has distinctive characteristics, including; 1) waqf status(PMDG, 1958); 2) Islamization of knowledge as a waqf mandate (PMDG, 1958); and 3) integrating the pesantren education system as a support system (Zarkasyi et al., 2023). The vision of Islamization has a very fundamental position in

UNIDA, because it has been mentioned in the PMDG (Pondok Modern Darussalam Gontor) waqf handover charter; which is then derived into the vision and mission of UNIDA Gontor (University Secretary, 2022). This means that the Islamization of knowledge is a mandate of PMDG's waqf that must be implemented by policy makers at UNIDA Gontor as trustees.

In addition, the pesantren system in the style of PMDG which emphasizes the mastery of Arabic and English is an ideal support system in the implementation of the Islamization of Knowledge (Ridho et al., 2023; Secretary of the University, 2022). The situation is parallel to the fact that Islamization can be carried out only when a scholar masters English and masters Arabic (Al-Faruqi, 1982).In addition, pesantren also emphasizes the development of Islamic manners(Budiman et al., 2023). This means that the pesantren system also supports Islamization at UNIDA, namely on the behavioral side of its Human Resources (HR). Here, it can be understood that HR (lecturers, workers and students) at UNIDA are required to have distinctive competencies that support in realizing the vision of Islamization of UNIDA Gontor.

In other words, there are several important points, namely Pesantren University, Islamization, and Recruitment. The researchers assume that there is an interconnectedness (link) between the points (dots) mentioned above. In short, this study aims to describe the link between Pesantren university, Islamization and recruitment.

Literature Review

The researchers conducted a literature review with the following results:

| No	Author	Research Title	Analysis
1	Hidayatullah (2024) (Hidayatullah, 2024)	A Human Resource Development at University of Darussalam Gontor Ponorogo	This research focuses on the development of UNIDA's human resources, not on the recruitment side.
2	Hamid Fahmy Zarkasyi et.al. (2024) (Fahmy Zarkasyi et al., 2024)	Strategy of Indonesian Pesantren University in Achieving Competence of Student: A Grounded Research at UNIDA Gontor	This research focused on the competence of UNIDA students
3	Hamid Fahmy Zarkasyi et.al. (2024) (Zarkasyi et al., 2023)	Value Management in Pesantren-Based University (Grounded Research on AKPAM System of UNIDA Gontor)	Penelitian ini berfokus pada sistem penilaian kompetensi mahasiswa UNIDA
4	Muhmmad Ridho (2014) (M. R. I. A. Ridho, 2016)	Lecturers' Organizational Commitment, Case Study of Darussalam Gontor University, Ponorogo,	Penelitian ini berfokus pada komitmen Dosen UNIDA,
5	Decki Ridlo et.a.(2023) (D. Ridho et al., 2023)	Accompaniment of Integrative Daily Activity Schedule of Darussalam Gontor University Students	This research focuses on student coaching
6	Muriyatmoko et al. (2021) (Muriyatmoko et al., 2021)	Designing an information system for attendance and deposit of Tahfidz at the Al-Quran Zone of Darussalam GontorUniversity.	This research focuses on student coaching
7	Khoirudin (2019) (Khoirudin& Kurniawan, 2019)	Analyzing Factors Affecting Regular Students Choosing to Study at Darussalam Gontor University.	This research focuses on students' college choices

8	Puspitasari (2020) (Puspitasari et al., 2022)	Supervision of the Making of Prayer Satr and Poster At the UNIDA Gontor Jami' Mosque as an Effort to Optimize Prayer Intentions.	This research focuses on facilities
9	Astuti (2017) (Astuti et al., 2017)	The Application of Accounting For The Preparation of Financial Statements of Canteen and Photo Copy in UNIDA Gontor	This research focuses on the theme of UNIDA business units
10	Firda Inayah (2024) (Inayah, 2023)	The Inculcation of Islamic Worldview at UNIDA Gontor (A Case Study On Integrated Curriculum of Boarding System University)	This research focuses on the theme of teaching at UNIDA

From the table above, there are at least two novelties of this research. *First,* the theme of recruitment at UNIDA has never been discussed. *Second,* the use of the *Prospective Case Study Approach* in this research is also a novelty. This means that the novelty of this research is in the themes discussed and the methods used. The details of the method will be explained in the next sub-chapter.

Research Method

Considering the formulation of the problem, the researchers saw that a case study was determined as the approach of this research. A case study is a series of scientific activities carried out intensively, in detail and in depth about a program, event, and activity, whether at the level of an individual, group of people, institution, or organization to gain in-depth knowledge about the event.(Rahardjo, 2017) Considering the purpose of this research is to provide an overview of the trends and direction of recruitment practices, the appropriate type of case study is a Prospective Case Study.(Bitektine, 2008).

The steps for this study will adopt the view by Miles and Huberman e.i. data collection, data reduction, data display and conclusions.(Sugiyono, 2016, p. 246) First, data collection was carried out through a literature review of various literatures. Second, data reduction is the process of sorting out valuable data and ignoring useless data. Third, data display, namely presenting data in patterns. The pattern referred to in this study is in accordance with why depicted in the outline. Fourth, verification or conclusion, namely drawing conclusions; or means verifying the findings with the thesis statement of this study. Furthermore, re-examining research results by triangulation, such as methods, data, research process or by listening to expert input.(Bachri, 2010)

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Collecting Data → Reduction (selection) → Display → Verification
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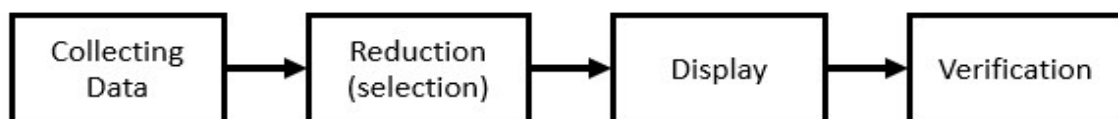
Result and Discussion

UNIDA as a Pesantren University

Pesantren is an indigineous Islamic educational institution at Indonesia(Prasetyo, 2022; Yunus, 2019); which increasingly developed by a modern systems(Mansir, 2020; H. F. Zarkasyi, 2017); including its development at Higher Education; which commonly known as *Pesantren University*. Pesantren University are oriented towards producing good quality of man in terms of both general knowledge and religious knowledge, the development of noble morals and skills; which according to Nurhadi Ihsan's terms is a civilized Muslim (*muslim yang beradab)* (Ihsan et al., 2021); To achieve this goal, Pesantren University integrates the higher education system with the system of pesantren itself(Ridho et al., 2023).

University of Darussalam Gontor (UNIDA) can be said to a real university pesantren by its integration of university's program to The Tridarma's of Higher Education,; such as teaching, research and community service as implemented in tandem with the Islamic boarding school system - which is based on Pondok Modern Darussalam Gontor (PMDG) - such as various dormitory programs, masjid activities, linguistic enrichments, turath studies, sports developments, tahfidz enablement, Islamization discussion, zikr activity (*olah zikir*), sense necessity (*olah rasa*) etc.; which is purposely conditioned within the environment (*miliu*) of pesantren life (Sekretaris Universitas, 2022). From the integration of this system, it is hoped that Pesantren Univeristy generates a good muslim alumni, a true mu'min, reflects an acquisitive attitude of knowledge seeking (*tamak ilmu*) and struggle devoted mentality (*gandrung perjuangan*)(Amrullah, 2020); should has a true faith (*iman*), true knowledge (*ilmu*), and true deeds (*amal)*(DKP-UNIDA Gontor, 2022a).

Darussalam Gontor University is owned and managed by Pondok Modern Darussalam Gontor (PMDG) Ponorogo; which was officially established on September 18 2014, previously ISID (1994), IPD (1963), and Underbow and Bovenbow (1942)(PMDG, n.d.; Sekretaris Universitas, 2022). The establishment of UNIDA was a mandate from the founder of PMDG as stated in the waqf charter as follows; '*agar Pondok Modern Gontor yang diwakafkan dikembangkan menjadi universitas Islam yang berarti dan bermutu serta menjadi pusat pengkajian Islam dan Bahasa Arab sebagai bahasa Al-Quran'*(PMDG, 1958).From the mandate contained in the waqf charter, UNIDA's vision and mission were prepared as follows.

First, UNIDA's vision is: to become a high-quality and meaningful pesantren-based university, a center for the development of science oriented to the Islamisation of contemorary knowledge and a centre for the study of the language of the Qur'an for the welfare of mankind (Tim Web, 2022). *Second,* UNIDA's mission is: 1) Organising education, teaching, research, and community service within the framework of the islamisation of contemporary knowledge and the development of the language of Al-Qur'an; *2)* Developing a higher education based on pesantren system in order to develop various competencies in accordance with the needs of the society; *3)* Buliding cooperation with various parties, locally and internationally, in order to establish the tree pillars of university, developing human resource and strengthening the network.(Web, 2022) From this description, it is explained that UNIDA is integrating the university system and the pesantren system.

Islamization as UNIDA's Vision

As mentioned above, the Islamization of contemporary science is one of UNIDA's visions. In its Islamization scheme, UNIDA makes the Islamization of worldview as the first thing.(Khakim, 2020) Here is the scheme:
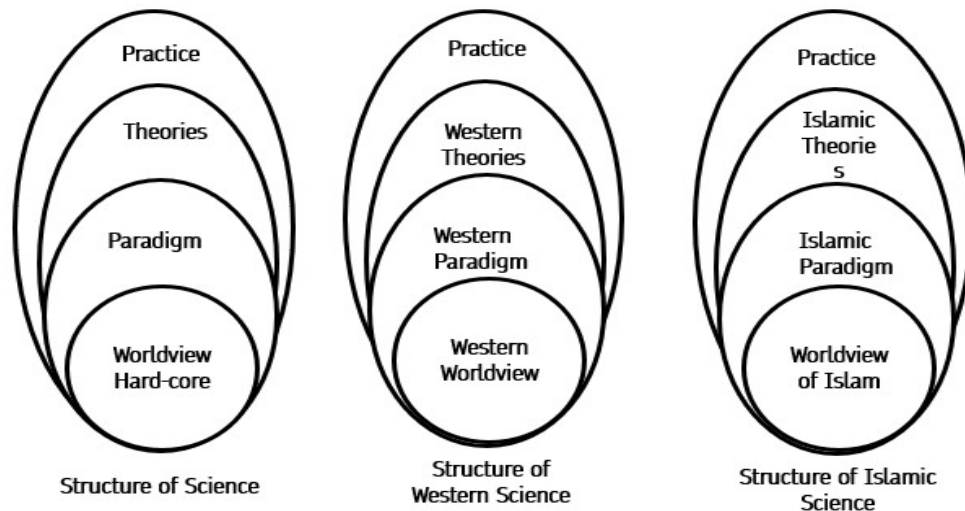
The above scheme can be broken down as follows: The first, the inner circle, refers to the metaphysical beliefs of scientists, which can be called worldview (Setia, 2010); This section contains metaphysical beliefs, which are simply believed without question. This worldview in the structure of science contains key concepts such as: God, religion, ethics, knowledge, reality, the universe, happiness etc.(Setia, 2017) The second is the scientific paradigm or scientific matrix;(Kuhn, 1970; Muslih, 2016) which contains scientific postulates where these postulates become the basis as well as the framework and methodology that directs a scientist in carrying out scientific activities.(Khakim & others, 2020; Muslih, 2017; Zarkasyi, 2016) The third is a series of theories, namely a series of variables, concepts, definitions, postulates, and procedures in a discipline.(Muslih et al., 2019) The fourth is science with all its branches.

Islamization will begin at the scan of the Modern Western sciences. This process will be conducted from these four structures of science.(Sutoyo, 2022) The scanning process can start from the existing theories, and then, from the theory, trace the paradigm used to find key concepts that reflect what kind of metaphysical belief or worldview underlies the theory.(Muslih et al., 2019) The main purpose of this scanning process is to find key concepts in a theory that reflect a particular metaphysical belief (worldview).(Sutoyo, 2022) After the key concepts are found, what is done next is comparison and critical analysis, whether the key concepts are in accordance with the key concepts in the Islamic worldview.(Pradhana & Sutoyo, 2019) This process is referred to as de-westernisation.(Al-Attas, 2010) This process is carried out to check whether concepts contradict the Islamic worldview and needs to be analyzed whether the concept is completely contradictory, half of it or only a small part of it. This portion of the contradiction will determine the next process: adoption or adaptation or rejection altogether. This is the process of integration. (Khakim, 2020) Based on the results of this integration, the next process Islamization; where the targeted result is a new preposition or theory.
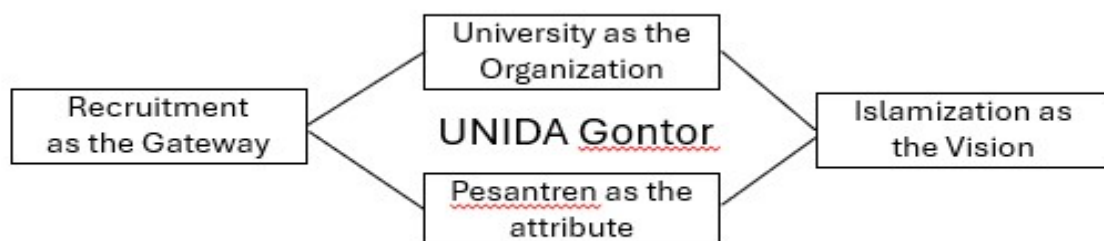
Recruitment as a Gateway

Recruitment is the process of finding, attracting, and selecting suitable candidates for job positions within an organization.(Lawal Aliyu, 2021) Recruitment aims to find the best talent to meet an organization's needs.(Nazari, 2014) One of the important activities in the recruitment process is the selection and screening process.(Yu-Ru, 1999) Selection and screening are intended to obtain candidates who are suitable for the job to support the realization of an organization's vision. This is what is meant by recruitment as a gateway.

In the context of UNIDA, recruitment also aims to get the best talent to support the realization of the vision of Islamization. For example, in the recruitment process of lecturers, UNIDA requires mastery of Arabic and English; at least active in one of them. It is better if both languages are active.(M. K. Muslih, 2020) In addition, the recruitment of lecturers and employees is also required to be able to read the Qur'an fluently and worship correctly.(Lahuri, 2020) Another requirement is regarding Islamic and scientific insights. In the scientific and Islamic insight test, it is ensured that the candidates have a correct understanding, do not deviate, and support the vision of the Islamization of knowledge(M. K. Muslih, 2020). Meanwhile, the test is conducted to determine the performance and adab (akhlaq) of the candidates(Lahuri, 2020)

From the above conditions, it can be understood that both active and passive language skills are needed for lecturers who will become actors of the Islamization of science. English language skills are needed to analyze contemporary Western concepts and theories which mostly use English. Meanwhile, Arabic language skills are used to examine the works of Muslim scholars. This is important to reconceptualize the theories of classical Muslim scholars to answer contemporary scientific problems. In addition, *adab* as well as worship and reading the Qur'an are also important considerations in recruitment; because *adab* and worship are one form of the Islamization, i.e. in the dimension of human behaviour.

Link the Dots

The connections between the dots described earlier can be seen in the following scheme:

From the figure above, we can see the link between the points, namely recruitmen, Islamization and UNIDA as a pesantren university. First, Recruitment is the gateway for lecturers and employees in realizing UNIDA's vision of Islamization. Second, UNIDA as an organization where accepted candidates enter the system. Third, UNIDA has pesantren attributes. Pesantren habbit will be a support system in realizing Islamization at UNIDA. Throwing, Islamization of science is UNIDA's vision. Furthermore, the vision of Islamization is a waqf mandate from the waqif who is also the founder of Gontor. From this it can be

concluded that recruitment is UNIDA's main gateway in realizing the vision of Islamization of contemporary science.

Conclusion

This study has described the link between the three dots; Pesantren University (UNIDA Gontor), Islamization, and recruitment. The finding of this study is recruitment as a gateway in selecting the best candidates to realize UNIDA's vision of Islamization of Contemporary Knowledge. It can be concluded that in this study the position of recruitment within the framework of a pesantren university has been described. In addition, this study also has various limitations including; 1) this study has not described recruitment practices at UNIDA Gontor, and 2) this study has not yet reached a detailed explanation of recruitment rules based on the vision of the Islamization of Contemporary Knowledge.

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