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IMPROVING THE QUALITY OF MEMBERS OF THE MUBALIGAT 'AISYIYAH (CMA) CORP IN MALANG DISTRICT

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ABSTRACT

Efforts to improve the quality of CMA members in Malang district are important because the limited number of mubaligats available, the long distance between the coaching location and the mubaligat's domicile, multiple positions and jobs create time conflicts so they cannot be intensive in participating in coaching, and the use of social media is not optimal. as a medium for da'wah, therefore preacher training was held with the aim of producing qualified preacher cadres so that they are able to take part in the community of Malang district. The results are as follows: 1) Mubaligat training is important to carry out as a cadre of preachers and equalize perceptions of progressive Islamic ideology so that the Aisyiyah enlightenment preaching movement in the Malang district remains sustainable, 2) The implementation of mubaligat training has gone well according to plan, so there is an increase in understanding of the material for participants, as well as more confidence in preaching in society, and 3) Mubaligat training needs to be carried out periodically with continuous material in accordance with current developments

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INTRODUCTION

Islam as a religion of preaching always provides love, safety and peace for anyone (Irhamdi, 2019), requiring its followers to preach according to their abilities (Fathoni, 2019). In preaching, you must understand the object of your preaching. The object of preaching can be individuals or community groups (Haedar Nashir, 2020). In order to better understand the object of their da'wah, the quality of preachers must be improved through several programs that are structured, systematic and sustainable (PPA Team, 2015). For this reason, mubaligat's self-development must be continuously upgraded along with developments over time (Pinem et al., 2019).

The self-development of 'Aisyiyah mubaligat is part of the tabligh assembly program, mubaligat development division, namely a program to improve the quality of mubaligat. This program is a national program and was decided at the 47th 'Aisyiyah Congress in Makasar (PPA Team, 2015). The tabligh council as the main pillar of the 'Aisyiyah da'wah movement has a mission to prepare and improve the quality of mubaligat and strive for mubaligat specialization according to the needs of the community. This is done by carrying out TOT mubaligat and mubaligat training from the center to the branches, periodically refreshing/silaturahmi between mubaligat. In terms of quantity, the Tablighi Council has programmed the formation of a missionary corp from the central to branch levels (MTPPA Team, 2019).

Mubaligat training was carried out based on the results of previous observations/research, including: changing the mindset of the leaders and members of 'Aisyiyah, that the task of da'wah is not only the task of the tabligh assembly and cadres, but the task of all leaders and members of 'Aisyiyah, because the leaders and members of 'Aisyiyah is a mubaligat (Pinem et al., 2019), mubaligat training is successful if after the training is continued direct practice in the branches on a scheduled basis (Sufanti et al., 2021), strategic management and analysis of strengths, weaknesses, potential and challenges (SWOT)

for Corp Mubalig/Mubaligat it is very important for the sustainability of its cadres (Najmudin et al., 2019), and the limited number of mubaligat who are able to develop progressive Islamic material (PPA, 2022).

Corp Mubaligat 'Aisyiyah (CMA) in Malang district as a research object has its own attraction in efforts to improve the quality of its members, because there are many considerations that must be faced, including: Long distance between the domicile of the mubaligat and the center of coaching activities, multiple positions, most of them still productive at work so they don't take part in studies (documentation) intensively, they haven't utilized social media and technology optimally in performing tabligh, and there is a minimal number of preachers in the Malang district (interview). The solution is to hold mubaligat training, periodic refreshing and virtual tabligh among 'Aisyiyah residents via WA group during the month of Ramadan (documentation).

Mubaligat training is important to carry out to start the community empowerment process by preparing 'Aisyiyah cadres who are able to lead the ranks of Muhammadiyah women, and become an important part of the development of Muhammadiyah da'wah at the grassroots level (Aziz, 2017a), as well as understanding da'wah management, while the corps becomes a forum for communication and a place for cadre formation of preachers/mubalighat in order to produce quality da'wah cadres (Aziz, 2017). So the problem formulation is: 1) Why can mubaligat training improve the quality of CMA members in Malang district? (2) How can the implementation of mubaligat training improve the quality of CMA members in Malang Regency?

METHODS

This research uses a qualitative approach with a case study type of research. This case study of the program to improve the quality of CMA members in Malang district through mubaligat training will start from getting to know the history of the existence of the Mubaligat 'Aisyiyah Corp in Malang district,

as a forum for mubaligat to develop their own abilities. Then the training preparation stage continued by forming an implementing committee determined by the Malang district PDA, reformulating the implementation of the mubaligat training program starting from the training preparation stage, the training implementation stage and the program results evaluation stage.

Mubaligat training activities are carried out with the following activity steps:

1. Preparation stage, namely coordinating with related parties, namely the Aisiyyah Regional Leadership of Malang Regency, the Tablighi Council and the implementing committee; determine participants and the number of training participants according to the conditions of the participant's place of activity and work area and then plan the time for carrying out the training; determine resource persons in this training; designing an integrated activity implementation schedule between the team's readiness and the time available for the training participants.

2. Implementation stage, namely the implementing committee will prepare a mubaligat training program which begins with explaining the importance of training for participants from branch leaders, branches and PAUD school principals in the Malang district area who are expected to become 'Aisiyyah cadres. Next, participants will take part in training and immediately implement it in the form of practice in 'Aisiyyah recitations at the branch, sub-branch and PAUD school levels.

3. Evaluation stage, at the final stage of all activities, an evaluation will be carried out on the programs that have been implemented by the implementing committee. This evaluation concerns whether the participants have been able to master the material obtained

during the training. This can be seen from the results of post-test scores and direct practice in front of the participants and facilitators

RESULTS AND DISCUSSION

Result

Establishment of the Mubalighat 'Aisiyyah Corp (CMA) Malang Regency

The establishment of (CMA) Malang Regency has been ratified by the Regional Leadership of 'Aisiyyah (PDA) Malang Regency through a decree with letter number: 160/SK-PDA/A/2018 (PDA Documentation). Members of the Malang Regency CMA consist of 'Aisiyyah mubaligat from leadership elements, regional level assemblies and branch level tabligh assemblies. which was coordinated by the PDA Tabligh Council, mubaligat development division (interview). The formation of CMA is a manifestation of increasing the quantity of preachers because the more CMA that is formed, the greater the number of preachers accommodated in CMA (MTabligh PPA Team, 2019). The number of CMA members currently active in the Malang district in on-line and off-line coaching activities is 47 people (document from the CMA group).

The formation of the CMA by the Malang Regency PDA Tabligh Council was a response to the flagship program of the Tabligh Council, central level missionary development division, namely to meet the target of 5 mubaligat per branch, while the Malang Regency PDA has 26 branches. So there should be a minimum of 130 mubaligat in Malang Regency, and this has been fulfilled with mubaligat training on 1-16 April 2023 which was attended by 192 participants as in table 1 below.

Table 1. Number of participants in the Mubalighot Cadre Training for 'Aisiyyah Regional Leaders, Malang Regency, 1444H/ 2023 AD

Western working area, April 1-2, 2023					
Cabang	PCA	PRA	Lembaga	Peserta	Realita
1. Karangploso	2	3	2x2=4	9	8
2. Dau	2	13	6x2=12	27	15

3. Pujon	2	1	1	4	4
4. Ngantang	2	-	1	8	7
5. Kasembon	1	2	1	4	4
				47	38

Eastern working area April 6-7, 2023

Cabang	PCA	PRA	Lembaga	Peserta	Realita
6. Bululawang	2	-	2x2=4	6	6
7. Wajak	2	-	-	2	2
8. Tajinan	2	1	1	4	4
9. Turen	2	9	1x2=2	13	13
10. Dampit	2	-	-	2	2
11. Donomulyo	2	3	3x2=6	11	11
12. Ngajum	2	-	-	2	2
				40	40

Northern working area, April 8-9, 2023

Cabang	PCA	PRA	Lembaga	Peserta	Realita
13. Lawang	2	7	5x2=10	21	21
14. Singosari	2	6	3x2=6	14	14
15. Tumpang	1	7	1	9	9
16. Poncokusumo	2	-	-	2	2
17. Kepanjen*)	2	7	3x2=6	12	12
18. Sumber Pucung*)	2	6	3x2=6	14	14
				59	59

Description: *) Member of the Southern working area

Southern working area, April 15-16, 2023

Cabang	PCA	PRA	Lembaga	Peserta	realita
19. Wagir	2	2	5X2=10	14	14
20. Pakisaji	2	6	3X2=6	14	14
21. Gondanglegi	2	1	3X2=6	9	9
22. Pagak	1	3	1X2=2	6	6
23. Ampelgading	1	-	1	2	2
24. Pagelaran	1	-	1	2	2
25. Pakis**)	2	3	1	6	6
26. Jabung	2	2	-	4	4
				55	55

Description :**) member of the northern working area

Participants from PCA = Chairman + Secretary

PRA = Chairman of PRA

Institution = KS + 1 teacher

The number of 192 preachers does meet the target because it is more than 130, but according to the program 5 people per branch is not yet, because there are 9 branches (Pujon, Wajak, Tajinan, Dampit, Ngajum, Poncokusumo, Amplel Gading, Pagelaran, Jabung) where the mubaligat training participants are less than 5, so there needs to be more training, especially for branches that have

not met targets. And it is the task of the tabligh assembly to increase the cadre of preachers in branches that have not yet met the target, by designing the next stage of mubaligat training. Meanwhile, 17 branches (Dau, Kasembon, Ngantang, Karangploso, Bululawang, Turen, Donomulyo, Pagak, Sumber pucung, Kepanjen, Gondang legi, Wagir, Pakisaji, Singosari, Lawing, Tumpang, Pakis) which

have met the target are continuing to form branch-level CMA and periodic refreshing activities in the context of developing mubaligat to increase knowledge and self-confidence so that they are more capable in preaching in society. In the month of Ramadhan, virtual tabligh exercises are also held via WA groups within the 'Aisyiyah community, taking turns according to the schedule and materials set by the Regional Leadership of the 'Aisyiyah Tabligh Council (PDAMT) (documentation).

Mubaligat Training as a Priority Program to Improve the Quality of Mubaligat

a. Mubaligat training as a cadre media

During the 2015-2022 leadership period, the PDA Tabligh Council of Malang district, the mubalighat development division, carried out mubalighat training twice, namely on 9-10 December 2017 and 1-16 April 2023 (documentation). The aim of the training for Mubaligat Training in general is to form a cadre of 'Aisyiyah preachers who have the ability to act as preachers and as overall missionary planners as part of the Islamic da'wah efforts. tajdid and enlightenment movements whose preaching orientation is liberating, empowering and advancing (MTPPA Team, 2019).

Quality preachers are a description of the profile of 'Aisyiyah preachers who are characterized as follows: professional, intelligent, ethical, moral, moral in accordance with the roles and functions of the clergy, skilled, attractive in appearance, inspiring, innovative, as a motivator, communicative, firm, brave, authoritative/modest, become a role model in society, able to respond to the challenges of the times, and adhere to the ideology of Muhammadiyah (Documentation of discussion results of mubaligat training throughout Malang Raya, 9-10 December 2017)). So to achieve this requires appropriate and systematic steps, because it is a continuous missionary task until the organization's goal is achieved, namely the establishment of Islam (Syafiq A. Mughni, 2017).

The steps taken to produce quality preachers are to form a preacher training

institution, every prospective mubaligat is ready to improve their competence, constantly study and take part in religious and general science training, carry out muhasabah, play an active role in society, learn the science of hadith, tafsir, tajwid, fiqh, sirah nabawiyah, ask the right sources, often take part in studies, self-inspection and humility, read a lot, understand the Qur'an and hadith, prepare material to be delivered, be firm in conveying material according to the Qur'an and hadith, be smart in looking at the audience/ the object of preaching, lifelong learning is the principle (documentation and interviews)

The results of the discussion on the mubaligat training above are in line with the aim of the tabligh assembly as the main pillar of the 'Aisyiyah da'wah movement, namely: building the quality of faith, worship, morals and worldly muamalah among Muslims based on the values contained in the Qur'an. and the sunnah of maqbullah through messages that are enlightening, oriented towards liberation, empowerment and advancement (PPA Team 2015). Because the participants in the first stage of the mubaligat training were mostly heads of Tabligh councils and branch level mubaligat who already understood the policies that had been decided by their upper leadership, so it was easy to respond and understand the discussion material on the profile of 'Aisyiyah mubaligat.

Mubaligat who have taken part in the training will have their horizons opened in thinking and will begin to be liberated from the shackles of ignorance, laziness, apathy so that they are able to think clearly to empower themselves by reading lots of books, reading phenomena in society and critically (interview results). Self-empowerment increases one's potential, especially knowledge, expertise and skills as capital in carrying out missionary tasks which are always developing, in line with the development and progress of society (Sholeh, 2014).

Mubaligat training is a cadre medium, because there are four aspects that are expected from the development of training participants, namely psychology, reasoning, knowledge and skills. So mubaligat training is carried out in

order to develop female ulama/religious cadres in accordance with the understanding of Islam in muhammadiyah, namely progressive Islam. Mubaligat training is included in functional cadres, because it functions to meet the needs of mubaligats in the Malang district, as an embodiment of the Tabligh Council program, the missionary development division and development of female ulama cadre resources to realize organizational goals (MPKPPA, 2011).

The aim of mubaligat training, apart from improving the quality of preachers, is also to be able to plan da'wah. Da'wah planning is a process of thinking and making mature and systematic decisions regarding actions that will be carried out in the future in the context of carrying out da'wah. Thinking and making decisions regarding actions to be taken are based on the results of careful estimates and calculations after first carrying out research and analysis of concrete facts and information (Sholeh, 2014). Therefore, there is more value from the 'Aisyiyah preacher training participants called Tree in One, namely liberating, empowering and advancing. *Ibda'binafsi. just invite other people.*

The principle thing in planning da'wah is evidence base, namely the planned program is prepared based on the reality conditions that exist in the field based on the results of research/observations. As in the opinion of M. Natsir who said about the importance of research in the field of da'wah apart from logistics, because research and logistics in the da'wah business have received less attention and that is the weakness of our da'wah so far. M Natsir's opinion is in line with the opinion of Drs. Sukirin about the importance of research in da'wah, so that research results are very useful in preparing da'wah plans in accordance with the goals to be achieved (Sholeh, 2010).

b. Implementation of Mubaligat Training.

As mentioned above, mubalighat training is a national program that has been endorsed by the 'Aisyiyah Central Leadership (PPA) at the 47th 'Aisyiyah Congress in Makassar and further strengthened by the 48th 'Aisyiyah Congress in Solo. This program must

be implemented by leaders from the central level to the branch level. Tabligh and Ketarjihan Council (MTK) as a new nomenclature, previously only the Tablighi Council served as implementing coordinator (PPA Team, 2022). Meanwhile, the training implementation committee will be formed by MTK with the approval of the leadership above.

There are seven dominant factors in training management, namely: 1) Training organizer; 2) Instructor/Trainer; 3) Participants; 4) Planning training needs; 5) Curriculum; 6) Facilities and infrastructure; 7) Financing (Siregar, 2018). Meanwhile, training managers can monitor and evaluate participants, trainers, materials and training implementers. The results of monitoring and evaluation can be used as a basis for preparing further training policies (Ali, 2020).

Mubalighat training for 'Aisyiyah cadres and teachers at PCA Sukmajaya Depok aims to provide motivation, knowledge and skills to become preachers which will ultimately increase the quantity and quality of preachers. This is implemented through lectures (providing material) by resource persons and followed by direct practice to determine the training participants' abilities in preaching. This practice was guided by facilitators from Aisyiyah and FFS UHAMKA. Evaluation is carried out directly by resource persons and facilitators when participants practice being preachers. The results of the training showed an increased understanding of how to preach for the participants (Ladeska et al., 2021).

Skills education or training processes through three stages, namely planning, implementation and evaluation. Planning is the stage of identifying participants' needs, formulating training objectives, determining the criteria and requirements for training participants, determining the number of training participants, determining tutors, and determining the schedule and time allocation required for the training. The success of training implementation is influenced by instrumental input and environmental input. Success criteria, methods and types of assessment are in accordance with the

reference or based on indicators of learning outcomes, learning completeness, multi-tools, and assessment methods. Therefore, the three stages above are an inseparable unit to achieve successful skills education. (Safitri & Waty, 2021).

The process of implementing children's ludruk training starts from: (1) The planning is not made in the form of a syllabus and lesson plan, but the material to be taught is designed through deliberation. (2) The training process is well organized with adequate facilities. (3) Evaluation of training results is carried out through observations and evaluation results show that training participants can master the

elements of the ludruk performance very well. In the training process held, it shows the growing motivation to preserve ludruk art among students (Darawati & Theresia, 2019).

Program Priority Theory

In determining program priorities, researchers used a management technique called the Eisenhower Decision Matrix, which was created by Dwight Eisenhower. The essence of this technique is how to manage time better, by separating the things you do into four categories, namely IF, IS, UF, US (Kasparinsky, 2020).

Table 2. Priority Theory

Eisenhower Decision Matrix	Eisenhower Decision Matrix	Eisenhower Decision Matrix
Important/Important Do it now	Important/Important Do it now	Important/Important Do it now
Not important/ Unimportant Delegation	Not important/ Unimportant Delegation	Not important/ Unimportant Delegation

Quadrant 1: Important, Fast (IF) is important and urgent

In this quadrant, only important programs may be included and must be completed immediately. Putting too many programs into this Quadrant will be unproductive. Which needs to be done first, the presentation for next week or preparing research data for the next two weeks?

To determine the priority scale, learn to focus on the most urgent and most important programs. Get into the habit of reviewing the list that has been made and reconsidering which programs are the most urgent and important among other urgent programs. By completing the most urgent things that really need to be done first, other urgent work will be easier to complete.

Quadrant 2: Important, Slow (IS), Important but not urgent

Enter programs that are important and can be implemented gradually in this quadrant. Even though it is not urgent, you still have to determine a completion target so that this program can run according to plan. The thing to watch out for is a culture of procrastinating.

The installment process in programs that are not urgent is very important so that you don't get stuck when the deadline is approaching, so the term 'the sooner the better' is applied.

Quadrant 3: Unimportant, Fast (UF), Urgent but not important

This quadrant contains things that are not important but still need to be done. Examples include following up on leadership meeting schedules via telephone or email, gathering and discussing with college friends or work colleagues, etc. Also ask the person in charge of the program, can this work be delegated to a friend or colleague? If you cannot delegate, then do things that fall into the Quadrant 3 work category, only if you have free time after completing important and main work, and the time is adjusted to the existing time capacity.

Quadrant 4: Unimportant, Slow (US) Not important and not urgent

Most people often get caught up in Quadrant 4 activities for a long time. For example, playing on social media in the middle of college or work, hanging out with friends for a long time just to gossip, busy in front of a smartphone without a clear goal. If you get

caught up in this activity, stop immediately and make a priority scale.

This is where the Eisenhower decision matrix comes into play in organizing project-related tasks and separating them based on priorities. Task Matrix' helps teams to define

CONCLUSION

Based on the presentation of the research results above, it can be concluded that improving the quality of CMA members in Malang district was carried out as a form of concern for the minimal number of existing preachers. Through activities such as training, a cadre of missionaries will be formed, because

tasks using the 'Eisenhower Matrix' and share them easily. This proposed solution helps the project management team and fellow team members to organize tasks effectively (Jyothi & Parkavi, 2016).

by holding missionary training, the goal of producing qualified missionary cadres can be achieved.

AUTHORS' NOTE

The authors declare that there is no conflict of interest regarding the publication of this article. The authors confirmed that the paper was free of plagiarism.

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