

EDUCATIONAL EQUALITY TOWARDS THE DEVELOPMENT OF SUPERIOR HUMAN RESOURCES IN PKBM (COMMUNITY LEARNING ACTIVITY CENTER) KH ASYIKIN

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Abstract

The research has a locus in the field of the urgency of equal access to higher education for santri who come from limited economic and educational backgrounds and inadequate facilities in obtaining proper education. Pondok Pesantren Darussa'adah KH Asyikin Bandar Lampung is a religious-based non-formal educational institution in supporting educational inclusion to create superior and competitive human resources. Through the package A, B and C equivalency education programmes run with the KH Asyikin Community Learning Activity Centre, the boarding school provides opportunities for santri who do not graduate from formal schools to obtain diplomas equivalent to elementary, junior high and high school, so that eventually many graduates are eligible to continue to college. In 2025, the reduction process for this success passed eight students from the boarding school to enter UIN Raden Intan Lampung through the academic achievement pathway. The research used a qualitative approach with data collection methods through participatory observation, in- depth interviews, and documentation of the activities carried out by PKBM KH Asyikin.

Keywords: social transformation, pesantren, education equality

INTRODUCTION

Educational equality in boarding schools is one of the important urgencies to be carried out (Andespa et al., 2021). The reason is because boarding schools have their own identity with their traditional education system by prioritizing non-formal education (Jaya, 2017). However, the enactment of Law Number 20 of 2003 concerning the National Education System, followed by Government Regulation Number 19 of 2005 and other implementing regulations, has introduced a new paradigm in education governance in Indonesia, this of course has an impact on substantial changes, especially regarding the legitimacy of the equality of education levels (INDONESIA, 2006).

The presence of equality in the field of education in boarding schools in article 25 also explains that non-formal education includes life skills education, early childhood education, youth education, women's empowerment education, literacy education, skills education and job training, equivalency education, and other education aimed at developing the abilities of students.

The concept of equality of education in Islamic boarding schools is also able to create opportunities for the creation of superior human resources, one of which is the Darussa'adah KH Asyikin Islamic Boarding School in Bandar Lampung. Pondok Darussa'adah emerged as one of the many boarding schools from institutions that tried to bridge the gap in access to education (Mahmud & Wibisono, 2023) . Founded on April 20, 2001 by K.H Muhammad Fahrurrijal with his father, Hi. Husin Rohani bin Rohani, the boarding school under the Darussa'adah Foundation has the noble goal of supporting and educating orphans and underprivileged people, so that they can become individuals of faith, devotion, and knowledge (Pondok Pesantren Darussa'adah Kyai Haji Asyikin, 2021) .

Part of the commitment to equal access to education, Darussa'adah Islamic Boarding School also organizes an equivalency education program through the Community Learning Activity Center (PKBM). This program opens an alternative education pathway in the form of Package C which is equivalent to the high school level, especially for santri who only graduated from elementary or junior high school and then continued to Package B or Package C. With this education equivalency program, santri not only get religious education, but also have the opportunity to get a formal diploma recognized by the state (Alamsyah et al., 2022). This is an important entry point for them to continue their education to the university level (Nursirwan et al., 2023).

METHODOLOGY

The research conducted adopted a qualitative approach with a case study design (Achjar et al., 2023). The choice of approach is based on the research objectives to gain an understanding of the success of students at Pondok Pesantren Darussa'adah, especially the transformation of access to higher education through the implementation of the Package C equivalency education program who successfully continue their studies to college. In addition, the research study will also explore the meaning and perspective of the PKBM KH

Asyikin managers who are involved in providing perspectives on the importance of continuing their studies to college.

RESULTS AND DISCUSSION

The research was conducted at Pondok Pesantren Darussa'adah, Bandar Lampung City, with the main focus on investigating the transformation of access to higher education for santri through the education equivalency program in improving the development of superior human resources. Research data were collected through observation, in-depth interviews, and documentation methods.

The results indicate that Darussa'adah Islamic Boarding School has a strategic role in increasing access to higher education for santri through several key efforts, including the following.

The Strategic Role of Islamic Boarding Schools in Increasing Access to Higher Education

Darussa'adah Islamic Boarding School through PKBM KH Asyikin has a strategic role in improving human resources. The key to this success is done in several stages, including:

a. Implementation of Equivalency Education

The pesantren manages PKBM KH Asyikin which provides formal education services equivalent to elementary, junior high, and high school. This program is crucial for santri with non-formal educational backgrounds or for any santri who drop out of school. Although in the research results the majority of santri at Pondok Pesantren Darussa'adah are junior high school graduates so they only need to take Package C to get a high school diploma.

b. Curriculum Integration-Based Education

In addition to the religious curriculum, the pesantren integrates the general curriculum (Indonesian Language, English, Mathematics, Science, and Social Studies) to improve the academic readiness of students in facing college entrance selection.

c. Facilitation of Scholarship Access

The pesantren proactively directs santri to take advantage of various scholarship programs, such as KIP Lecture and pesantren scholarships, including assistance in the registration administration process and recommendations for majors to be taken.

d. Career and Further Study Guidance

There is an advanced study guidance program that is carried out through individual consultations and learning of questions that will be quizzed in the National Selection Based Test (SNBT) exam at State Universities or the State Islamic Universities Entrance Test (UM-PTKIN). This program equips santri with information about strategies for facing the selection and teaching of the tests tested.

The manifestation of a significant educational transformation in increasing access to higher education for santri, pesantren is not only a center of religious learning, but also functions as a facilitator of social change that expands formal education opportunities for the santri community (Kamal, 2018).

Transformation of Access to Education for Santri

The transformation initiated by pesantren is not only programmatic, but also involves a socio-cultural approach, including:

a. **Strengthening Collective Awareness of Higher Education**

Pesantren build an internal culture that places higher education as a necessity for self-development and contribution to society, which means it is not just an option.

b. **Multistakeholder Partnership**

Pesantren actively establish partnerships with formal education institutions, local governments, social organizations, and universities to expand the support network for santri.

c. **Digitalization of Education Information**

The utilization of digital media, such as the WhatsApp group of santri alumni, social media, and the pesantren website are often used to accelerate the dissemination of information related to national selection, scholarship programs, and further study opportunities.

d. **Alumni Mentoring Program**

Santri who have successfully entered college act as mentors for their younger classmates, sharing experiences, providing motivation, and becoming real examples of the success they have realized.

The existence of research results on its implications in improving human resources is important for the development of pesantren models in the future. The transformation carried out by Pondok Pesantren Darussa'adah can also at least be used as a best practice for

other pesantren in Indonesia that want to integrate general and religious education without eliminating the identity of traditional education. Government support in the form of affirmative policies towards equivalency education programs in pesantren is needed to expand the positive impact (Harmathilda et al., 2024).



Gambar 1. Santri admitted to public universities
Source: Social media Pon-Pes Darussa'adah K.H Asyikin

CONCLUSION AND RECOMMENDATIONS

This research confirms that the existence of non-formal education institutions such as the Darussa'adah Islamic Boarding School in Bandar Lampung City plays a strategic and transformative role in increasing santri's access to higher education, as well as significantly contributing to the development of superior human resources (HR). Through a qualitative approach with a case study design, it was found that this success was supported by several key efforts. First, the implementation of Equivalency Education (Paket C) through PKBM KH. Asyikin, which is crucial for santri with a non-formal education background or dropping out of school, allowing them to obtain a high school diploma. Second, the integration of religious and general curriculum (Indonesian, English, Mathematics, Science, and Social Studies) effectively improves the academic readiness of santri for college entrance selection. Third, pesantren proactively facilitate access to scholarships (such as KIP Lecture and pesantren scholarships), including administrative assistance and major recommendations. Fourth, a comprehensive career and further study guidance program, through individual

consultations and SNBT/UM-PTKIN practice questions, equips santri with strategies and readiness to face selection exams.

The manifestation of the transformation of access to higher education in Pondok Pesantren Darussa'adah is not only programmatic, but also involves a strong socio-cultural approach (Ikbal et al., 2021). This reality includes strengthening collective awareness about the importance of higher education as a need for self-development and community contribution, not just an option. Active multi-stakeholder partnerships with formal education institutions, local governments, social organizations, and universities expand the support network for santri.

Thus, Pondok Pesantren Darussa'adah has transformed into a social change facilitator that expands formal education opportunities for santri, as well as a successful model of integration of religious and general education. The implications of these findings are very important for the development of future pesantren models in an effort to improve the quality of national human resources.

However, in the effort of this research, non-formal education institutions must strengthen and develop equivalency education programs, career guidance, and scholarship facilities in order to reach more santri and increase the graduation rate to universities that are not only limited to universities in Lampung. In addition, it is also necessary to describe adaptation in college life which can later provide a stimulus for pesantren to describe life in the world of lectures.

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