Students' Management for Developing Students' Potential and Talent Interests

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Abstract
Student management is a crucial aspect in supporting the success of the educational process. The primary focus of this management lies in optimizing student administration, from planning and organizing to monitoring, to fully develop students' potential, interests, and talents. This article discusses the fundamental concepts, scope, as well as the objectives and functions of student management. The research methodology employed is a qualitative approach with a literature study from various relevant sources. The findings indicate that student management encompasses not only administrative activities but also the creation of a conducive learning environment that supports students' academic, social, and emotional growth. With the implementation of effective management practices, schools can enhance the quality of education and help students achieve their fullest potential, both as individuals and within the broader community. This article emphasizes the importance of student management in achieving higher-quality educational goals.

Keywords: Student management, education quality, student potential.

INTRODUCTION

Student management is one of the keys to the success of the educational process. Strategically, this management includes a series of activities ranging from planning, organizing, implementing, to controlling, with the aim of supporting the development of students' potential, interests and talents. In the educational context, student management plays an important role as an instrument for creating a learning process that is structured, effective and oriented towards the success of students in achieving predetermined educational goals. (Wahyudin et al., 2023) Students are the main subject in the education system, and the success of participants students are often used as an indicator of the overall quality of education. Therefore, student management should not be limited to administrative activities such as data collection or recording student activities. This management must cover broader aspects, namely providing educational services that support student growth, both from an academic, social, emotional and personal perspective. With the right approach, student management is able to help students develop their potential optimally while maximizing their interests and talents according to the uniqueness of each individual.

Education itself is a conscious and planned effort designed to create a conducive learning atmosphere, so that students can grow into intelligent individuals intellectually, emotionally and spiritually. Apart from that,

education also aims to equip students with practical skills that are useful for social life. In this context, the student management function is not only limited to ensuring the regularity of the learning process, but also helps students identify, explore and develop interests and talents so that their potential can be maximized.

According to Jaja Jahari in Handayani, student management is a service that focuses on regulating, supervising and developing individuals based on the needs, interests and potential of each student. This function becomes increasingly important considering the role of education in forming a young generation who is creative, has noble character and is responsible. Through the right management approach, students can be directed to develop abilities in various fields, both academic and non-academic, thereby producing individuals who not only excel at school but also in society. (Handayani et al., 2021)

The basic principles of student management as described by Suwardi and Daryanto in (Fitri et al., 2023) is to help students optimize their potential through the integration of various aspects, including individual needs, aspirations and personal interests. This principle is an important guideline in managing every aspect related to students. By implementing good management, schools can create an educational ecosystem that supports the development of students' interests and talents, while ensuring that

they have equal opportunities to grow and develop according to their individual potential.

Planned and directed student management also contributes to improving the quality of education. Schools that are able to manage their students well will create a learning environment that is not only conducive but also able to encourage innovation, creativity and active student participation. (Arianti, 2017) Therefore, student management acts as the main foundation in achieving quality education and is oriented towards developing students' best potential, both for their personal interests and for the future of the nation.

METHOD

According to Mulyana in Sulasmi, (Sulasmi, 2023) methodology is a set of processes, principles, and procedures used to understand problems and find solutions. This research uses a qualitative approach. Sugiyono in (Muhammad Rizal Pahleviannur et al., 2022) explains that qualitative research methods are carried out on natural objects, where the researcher is the main instrument, data collection techniques are carried out in combination, data analysis is inductive, and the research results focus more on meaning rather than generalizations.

The qualitative approach aims to understand the form and content of human behavior, and analyze its quality without converting it into quantitative figures. (Sulasmi, 2023) The research method used in this research is literature study, which is a secondary data collection method. Literature studies are carried out by referring to sources such as books, scientific journal articles, and various references that are relevant to the problem being studied. Data from this literature is analyzed using a constructive and interpretive approach to gain an in-depth understanding of the content of the subject matter.

RESULTS AND DISCUSSION
Understanding Student Management

Management etymologically comes from the English verb "*to manage*," which means something like "*to hand*" (manage), "*to control*" (handling), and "*to guide*" (guide). From this meaning, management can be interpreted as the activity of managing, organizing and managing various activities in an organization. (Israel, 2020).

In Indonesia, the term management is often translated as leadership, procedures for organizing, managing, controlling, coaching or administering. In general, management can be understood as a way of achieving goals through rationally organized joint efforts in an administrative system. In the educational context, the success of achieving goals depends greatly on the effectiveness of management in all aspects, including student management.

Students are individuals who are registered as part of an educational institution and become objects of learning. Students are individuals who receive educational services according to their talents, interests and abilities, so that they can develop optimally and feel satisfied in the learning process provided by the teacher. (Nurhamida, 2018)

Ahmadi in Raharjo describes students as independent individuals who have a strong will to determine the direction of their lives without coercion from other parties. (Raharjo, 2010) Meanwhile, according to Arikunto in Amrona,(Lana Amrona et al., 2023) Students are those who are registered at a certain level or educational path with the aim of developing their potential, both academically and non-academicly, through the learning process.

Student management, or also called student management, is the process of managing everything related to students. This includes planning for student admission, coaching during their education, up to graduation. The aim is to create an atmosphere that supports an effective teaching and learning process. Student management also involves activities designed to ensure that learning takes place efficiently. This includes continuous development of students from the time they are accepted until they complete their education at school.

According to Knezevich in Amrona,(Lana Amrona et al., 2023) Learner management is a service that focuses on the

organization, supervision and development of individuals. This activity includes the registration process, introduction, and development of students' potential, interests and needs, both inside and outside the classroom, so that students can mature academically and personally.

From these various definitions, student management can be concluded as the process of managing all aspects related to students, from admission to graduation. This process aims to support optimal student development and create an effective learning environment.

Scope of Student Management

Student management is a tool used to achieve educational goals through managing various aspects related to students. (Bararah, 2020) The scope of student management includes all activities that support the teaching and learning process, so that educational goals can be achieved effectively and efficiently.

Arifin explained that the scope of student management includes the following aspects:(Arifin, 2022)

1. Student planning includes activities designed to manage students in a planned manner.
2. Reception, selection and orientation of new students, namely the initial process of welcoming students to school.
3. Student grouping aims to organize students based on certain needs or characteristics.
4. Developing student discipline, to create an orderly and conducive learning atmosphere.
5. Extracurricular activities, to support the development of students' interests and talents.
6. Special services, such as guidance counseling and health services.
7. Intra-School Student Organization (OSIS), which supports learning leadership and social skills.
8. Evaluation of student activities, includes assessment of student involvement and achievement in various activities.
9. Student transfers, administrative management and the needs of students who move to other schools.
10. Class promotion and major, which is related to assessing a student's ability to continue to the next level.

11. Graduation and alumni, including managing graduate data and monitoring alumni contributions.

Amrona outlines the scope of student management in four main parts based on stages from entering to graduating from school:(Lana Amrona et al., 2023)

1. Student planning, including planning the needs of new students.
2. Student development includes developing student potential during the educational process.
3. Student evaluation, to measure student development and achievement.
4. Student transfers include the process of moving students between educational institutions.

Based on the views of these experts, it can be concluded that the scope of student management includes:

1. Student planning, ensuring students are accepted and managed according to needs.
2. Placement of students, to support effective learning.
3. Supervision of students, to ensure the learning process runs according to objectives.
4. Evaluation of students, to assess their learning success.
5. Monitoring graduates and alumni, including managing graduate data and alumni involvement in supporting educational institutions.

Goals and Functions of Student Management

In general, according to Arifin, student management is an activity to organize everything related to students, so that the learning process at school can run smoothly, orderly and orderly. The main aim is to support the achievement of learning goals and school objectives in real terms. Arifin explained this in his journal entitled *Student Management as an Effort to Achieve Educational Goals*. (Arifin, 2022)

Muspawi stated that the aim of student management is to organize various activities in the student affairs sector so that the learning process at school runs well, in an orderly manner, and is able to achieve educational goals. This arrangement also functions to support services at

schools so that the learning process can take place effectively. (Muspawi, 2020)

The specific objectives of student management include:

1. Increase students' knowledge, skills and psychomotor abilities.
2. Developing general abilities (intelligence), talents and interests of students.
3. Channeling aspirations and meeting student needs.

By achieving these three things, it is hoped that students can achieve happiness, prosperity in life, and study well to achieve their dreams.

Student management also functions as a means to help students develop themselves to the maximum, both in individual, social and academic aspects. Arifin added that student management functions to develop students' potential related to their individuality, social, aspirations and needs. (Arifin, 2022)

Specifically, student management has several functions, namely:

1. Development of student individuality
   So that students can develop their personal potential, such as general abilities (intelligence), talents and other abilities, without many obstacles.
2. Development of students' social functions
   So that students can interact with peers, parents, family, school environment and society, according to their social nature.
3. Channeling students' aspirations and hopes
   So that students' hobbies, interests and enjoyment can be channeled well, which in turn supports their overall development.
4. Meeting the needs and welfare of students
   So that students feel prosperous, it is important to increase their concern for the welfare of others.

Based on this explanation, it can be concluded that the aim of student management is to organize activities that support learning so that students can run orderly and smoothly, which will influence the achievement of educational goals. Meanwhile, its function is as a place for students to develop their potential personally, socially and academically.

Principles of Student Management

Principles in student management are very important as guidelines to ensure that each activity runs well and achieves its goals. One of the main principles is that student management must be an important part of overall school management, so that every activity carried out can support the main goals of the school. (Wanto Talibo, 2018)

Apart from that, student management must always carry out an educational mission, by ensuring that all activities carried out are directed at educating students, whether they like or dislike them. Another principle is the importance of uniting students who have diverse backgrounds. Existing differences, whether in physical, social, economic or cultural terms, should not be a source of conflict, but rather be a means for mutual understanding and strengthening relationships between students.

Based on the Ministry of National Education R1, there are several basic principles that need to be applied, such as treating students as subjects who have the right to participate in planning and decision making related to them. This will encourage them to be more active and involved in the educational process. Apart from that, a diverse atmosphere is needed to develop students optimally, considering that each student has diversity in physical, intellectual, socio-economic aspects, interests and talents. (Zubaedi, 2011)

Motivation can also arise naturally if students like the activities they do, so they can carry out tasks better. Finally, in developing student potential, student management must pay attention not only to cognitive aspects, but also affective, psychomotor and metacognitive aspects, in order to help students develop holistically and be ready to face challenges outside of school.

Student Potential Development Strategy

Helping students develop their potential is one of the main goals of education. Every

student has different abilities and talents, so it is important for educators to support them so they can achieve their best. By understanding students' needs and strengths, we can help them grow and succeed, both at school and in everyday life. (Sultani, Alfitri, dkk., 2023)

Here are some simple ways to help students develop their potential:(Magdalena dkk., 2020)

1. Recognize Student Potential

    The first step is to recognize students' interests and talents. Educators can do this by talking directly to students, observing their activities, or using interest and aptitude tests. By knowing what students like and what their strengths are, educators can provide appropriate direction.

2. Provide New Insights

    Opening students' minds to new opportunities is very important. For example, introducing them to various professions, skills or activities that suit their interests. This helps students see that the potential they have can lead them to a successful future.

3. Focus on All Aspects of Ability

    Student potential is not only about academic grades. Abilities such as creativity, social skills and artistic talents also need to be developed. Educators can provide opportunities for students to try various activities, such as arts, sports or organizations.

4. Give Respect and Support

    Rewards don't always have to be big prizes. Simple praise for students' efforts or results can make them feel appreciated. This support encourages them to keep trying new things and trying to do better.

5. The Role of Educators in Potential Development

    Educators or teachers have an important role to help students discover and develop their potential. By creating a comfortable, encouraging learning atmosphere and paying attention to students' needs, teachers can be the main driver in students' self-development journey.

With these steps, students not only do well in school, but are also ready to face the future. A good education is one that helps students recognize their potential and use it to achieve their dreams.

Management of Student Interests and Talents

Managing students' interests and talents is an important part of the educational process which aims to help students develop their unique potential. Each student has different interests and talents, whether in academics, arts, sports or other skills. Therefore, schools as educational institutions have a responsibility to provide an environment and programs that support this development. (Intan Oktaviani Agustina et al., 2023)

1. Interest and Talent Management Objectives

    a. Each student is directed to develop their natural talents in order to reach their maximum potential.

    b. By channeling students' interests, they will be more motivated to learn because they feel the activity is relevant and fun.

    c. Well-managed interests and talents can shape students' character, such as self-confidence, discipline and responsibility.

    d. This management helps students recognize their own potential which can become a career provision according to their strengths and interests. (Mahfud & Sutama, 2021)

2. Steps for Managing Interests and Talents

    a. Identifying interests and talents through observation, aptitude tests, or consultation with teachers and parents, schools can find out students' interests and talents in depth.

    b. Providing supporting facilities, such as art rooms, laboratories, sports fields, or extracurricular clubs.

    c. Guidance and coaching involving supervising teachers or expert trainers to help students hone their skills.

    d. Provides a variety of extracurricular programs that suit students' interests, such as music, sports, debate, or coding.

    e. Evaluation and development to monitor student progress periodically to ensure the program is running effectively and make adjustments if necessary. (Furqanisah et al., 2023)

Good management of student interests and talents does not only focus on achievement, but also on the learning process. This supports

students to become individuals who are confident, creative and ready to face future challenges.

CONCLUSION

Student management is the key to educational success which includes planning, organizing, implementing and controlling. The aim is to support the optimal development of students' potential, interests and talents in a conducive, effective and structured learning atmosphere. Students are seen as the main subject of education, so that management is not only administrative but also includes academic, social, emotional and personal aspects.

The basic principle of student management is to help students develop potential through the integration of individual needs, aspirations and interests. The scope includes planning, reception, coaching, evaluation and management of alumni. The main goal of this management is to create a learning environment that supports successful learning as well as developing students' character and skills for the future.

With a planned approach, student management not only improves the quality of education but also helps form a young generation who is creative, has noble character and is responsible.

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