

AI Jam'iyatul Washliyah Cadre Training Model: Analysis of Militantism and Sustainable Curriculum

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Abstract

This research is a literature study on the AI Jam'iyatul AI Washliyah cadre model. The method used in this study is a descriptive method that attempts to describe and emphasize the pattern, model, curriculum of training and cadre formation carried out by AI Washliyah. While the sources and information are obtained from formal documents of AI Washliyah cadre formation, syllabus or curriculum applied in AI Washliyah cadre formation and the results of the conference and scientific books published by AI Washliyah or other valid sources to be used as reference materials. The results of this study indicate that there is still a tradition and tendency for AI Washliyah cadres to foster militancy, consistency and commitment to the AI Washliyah movement model. However, on the other hand there are still weaknesses that AI Washliyah faces challenges in preparing a more contributive, communicative, participatory and collective AI Washliyah cadre formation curriculum. In fact, AI Washliyah has a mental model as a liaison, mediator, enlightener and illuminator, and reformer in the fields of preaching, improving human resources, education and teaching, community economics, and information technology literacy and digitalization.

Keywords: model, curriculum, candre, al washliyah, sustainable

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Introduction

The regeneration process plays an important role in the sustainability of an organization. If the regeneration process is disrupted, then it is certain that the process of the organization's leadership relay will also be hampered. Regeneration is like a campfire that will always burn with sufficient firewood, so too, with the readiness of cadres in igniting the spirit of running the organization. One method of providing organizational resources is by preparing routine and periodic cadre training. Education and training of cadres is one of the main elements in preparing "gunpowder" to drive the organization's engine.

Cadre training in an organization has a central role in always providing a stock of cadres so that an organization can remain dynamic and continue to play a role. However, the cadre training process is not a simple matter, it requires adequate software and hardware readiness. The availability of facilities and infrastructure, systems, syllabus, characteristics, curriculum, materials, instructor competencies and so on, will be the standard measure of the success of each cadre training.

This concerns the overall formation of the organization's vision, thinking, personality, assertiveness, sustainability and behavior towards its members and constituents. Every cadre formation requires a model, system and mechanism that is in accordance with the character of the organization, in order to produce cadres with integrity, loyalty, contribution and noble character. Indeed, every organization is always present with hope and always faces various challenges both from within and from outside.

Therefore, opportunities need to be opened widely, space and time are always open so that the cadre formation process can run well. Good cadres will always contribute to advancing the

organization and this becomes added value and cadre loyalty. Each cadre has diverse thoughts and is very dependent on conditions and interests. The presence of cadres at each event is very dependent on how much attention a cadre pays to the progress of the organization, so every leader of the organization needs to recognize the strategic stages to present quality cadres.

This condition will be very relevant to the cadre formation process in the Al Jam'iyatul Washliyah organization, which is carried out routinely by the leaders of the organs, such as the Al Washliyah Student Association at the Regional and Branch levels. However, on the other hand, there are still cadres who have not found a suitable place to pursue a career, so this condition can interfere with the progress of the organization. Therefore, the management needs to reread the concept and process of cadre formation to fulfill academic and non-academic values. It seems that Al Washliyah needs to prepare cadre formation in a planned manner, both in terms of time and place.

Al Washliyah needs to maintain, care for and manage, so that cadres remain consistent and loyal to the Al Washliyah movement. So, Al Washliyah needs to prepare a scheme to encourage the best cadres to become leaders at every level. Al Washliyah needs to present cadres who have a good scientific basis, militancy and are contributive. Furthermore, Al Washliyah educational institutions need to be present to encourage increased academic achievement by conducting research with the theme of Al Washliyah, so that literacy and references about the Al Washliyah movement continue to increase.

Method

The research method applied in writing this article is the Library Research method (literature study). Information and data were obtained from various sources such as formal documents of Al Washliyah cadre formation, cadre guidelines, syllabus or curriculum applied in Al Washliyah cadre formation and documents of conference results and scientific books published by Al Washliyah or other valid sources to be used as reference materials. All documents obtained were used as initial sources for review and analysis related to the theme of Al Washliyah cadre formation curriculum, Al Washliyah mental model, system, targets and objectives of cadre formation. In addition, this study also uses a site access method that provides various information on the theme of Al Washliyah cadre formation, Al Washliyah charity and Al Washliyah educational institutions.

Results and Discussion

1. History of Al Jam'iyatul Washliyah

Al Jam'iyatul Washliyah, hereinafter referred to as Al Washliyah, was born on November 30, 1930 Miladiah, coinciding with the 9th of Rajab 1349 Hijriah. It was founded by students who studied at the Maktab Islamiyah Tapanuli (MIT), including Muhammad Arsyad Thalib Lubis, Ismail Banda, Abdurrahman Syihab Rangkuti, Syaikh H. Muhammad Yunus, which was located on Jalan Hindu Medan and Maktab Al-Hasaniyah Jalan Puri Medan.

Since 1928, these students have established a study forum or discussion media called the Debating Club. (Nukman Sulaiman, 1955) Deliberations and discussions at the Debating Club reached their peak in October 1930. At that time, a meeting was held at the house of Yusuf Ahmad Lubis, in Glugur, Medan. The meeting was led by Abdur Rahman Syihab and attended by Yusuf Ahmad Lubis, Adnan Nur, M. Isa and several other students. The meeting discussed how and strategies to expand the distribution of the Debating Club association to become a stronger association. After deliberation, it was agreed that the meeting would be held on October 26, 1930, at the Maktab Islamiyah Tapanuli Medan.

The meeting was attended by scholars, teachers, students and Islamic leaders in the city of Medan and its surroundings, this meeting was led by Ismail Banda. The meeting resulted in an agreement to prepare a meeting with a larger number of members. So in the meeting, the meeting

council also asked Sheikh H. Muhammad Yunus to be willing to give a name to the association or organization that would be established. After praying two rakaat and praying devoutly to Allah SWT. So, Sheikh H. Muhammad Yunus said, "In my opinion, we should just name the association Al Jam'iyatul Washliyah. (Samsul Rizal et al, 2023) All participants agreed and the organization was officially established on November 30, 1930 with the name Al Jam'iyatul Washliyah, which means "an association that connects and ties."

2. The essence of Al Washliyah cadre formation

Then on August 1, 1932, Al Washliyah first established an educational institution by opening the Al Washliyah Madrasah on Jalan Sinagar, Petisah, Medan named Maktab Al Jam'iyatul Washliyah on the initiative of Mr. A. Rahman Syihab and Mr. Udin Syamsuddin. (Nukman Sulaiman, 1955) Then on February 28, 1933, several madrasahs owned by figures or administrators of Al Washliyah were opened by merging into the Al-Washliyah Madrasah, including:

- a. Madrasah Kota Ma'sum (Jalan Puri) led by M. Arsyad Talib Lubis.
- b. Madrasah Sei Kerah/Sidodadi led by Baharuddin Ali.
- c. Madrasah Kampung Sekip Sikambang led by Usman Deli.
- d. Madrasah Gelugur (Gang Pensiunan) led by H. Yusuf Ahmad Lubis and Sulaiman Taib.
- e. Madrasah Tanjung Mulia led by Suhailuddin. (Chalidjah Hasanuddin, 2005)

Al Washliyah Madrasah continued to grow from year to year and in 1940 Al Washliyah had 242 school/madrasah units spread across the city of Medan and East Sumatra with around 12,000 students. This madrasah became the milestone and beginning of Al Washliyah planting the seeds of cadreship, which later became the forerunner of Al Washliyah Students. Madrasah-level educational institutions at that time were educational institutions that were classified as "lower schools" and could only be felt by people with limited economy. In essence, education became the direction and policy of Al Washliyah's struggle which had determined its struggle strategy through Education, Da'wah and Social. (Cadre Council of the Al Jam'iyatul Washliyah Executive Board, 2022). Al Washliyah's Khittah which is always consistent in fostering the people, is always present to provide protection to the people, and is willing to fight to achieve the ideals of the nation and state in accordance with Unity in Diversity (Bhinneka Tunggal Ika).

Every cadre event held by Al Washliyah or carried out by affiliate organizations such as the Al Washliyah Student Association (HIMMAH) or the Al Washliyah Student Association (IPA), is solely to educate a generation of people who have a militant, caring spirit and are always willing to fight with sincere without boundaries of space, time and place. The basis for cadre formation is very conditional, but the expected output is that each cadre can foster enthusiasm, motivation, love and a sense of belonging to the organization as well as concern for the future of Muslims, the generation and real conditions of Muslims in Indonesia, as well as maintaining the integrity of the Republic of Indonesia. Al Jam'iyatul Washliyah, 2022) The Al Washliyah cadre training system is a systematic, total effort to improve the quality of members who interact and influence each other through a process of guidance, teaching, development, attitudes and skills.

One of the leading programs that makes Al Washliyah develop and remain relevant in this country is the survival and development of educational institutions. Currently, dozens of Al Washliyah universities and hundreds of educational institutions from kindergarten to high school have been established in 13 provinces in Indonesia, all of which are the basis for fostering the morals of the nation's children. (Samsul Rizal et al, 2023), The training and cadreship prepared by Al Washliyah should aim to; a. Improve the quality and quantity of faith; b. Foster an attitude of *istiqomah* towards practicing Islamic teachings; c. Maintain the quality and insight of cadres that continue to increase and develop, while understanding the vision, mission and strategy of the Al Washliyah organization's struggle; and d. Form cadres who have a militant attitude, high idealism, namely being willing to sacrifice and being ready to develop and maintain the existence of Al Washliyah, without knowing limits and time to carry out the mandate for the benefit of religion, nation and the Unitary State of the Republic of Indonesia (NKRI). (Samsul Rizal et al, 2023).

The development and progress of Al Washliyah leadership at every level is the greatest contribution of the existence of the organization, HIMMAH and IPA in contributing cadre resources as leaders of Al Washliyah. The Al-Washliyah Student Association (HIMMAH) as a part of the organization that was born and grew from the parent organization Al-Jami'iyatul Washliyah (Al-Washliyah). HIMMAH was founded on November 30, 1959 with several historical foundations, namely: first, the idea of building Al-Washliyah University (UNIVA) in 1955 by the Al Jam'iyatul Washliyah Executive Board. Second, there was a decision from the VI/VII Congress of the Al-Washliyah Youth Movement (GPA). The congress was held on March 10-14, 1956 in Jakarta. One of his decisions was to build the Al-Washliyah Student Association, abbreviated as HIMMAH. Third, the founding of UNIVA on May 18, 1958.

HIMMAH as a student-based intellectual organization has made history by being directly involved in the national movement struggle in Indonesia. Students are agents of change, so they have an important role in creating social change through preaching towards a better direction. The eruption of G 30 S / PKI in 1965, HIMMAH has become a monitoring team with the TNI every night to see the possibility of PKI movements around the city of Medan. At that time, several HIMMAH cadres involved in the team were Ahmad Mukhtar and Ponirin from the HIMMAH Commissariat at Al Washliyah University (UNIVA) Medan, and Arman Bey Siregar from HIMMAH North Sumatra Province

3. Readiness of the Cadre Curriculum

The Al Jam'iyatul Washliyah Cadre Curriculum is designed to educate and form cadres to have scientific qualifications and competencies. The cadre curriculum available in the Al Jam'iyatul Washliyah Education Implementation Regulations is regulated in the Al Jam'iyatul Washliyah Education System Implementation Regulations. (Al Jam'iyatul Washliyah Executive Board, 2000) The Al Washliyah madrasah education curriculum is dynamic, so this organization has also made changes in terms of curriculum to better suit needs.

The Al Washliyah cadre curriculum has been standardized, through the main cadre book as a guideline for implementing Al Washliyah cadre formation, which has been published since 2022. The presence of this book is one of the breakthroughs of the Cadre Council in developing a uniform cadre model. A cadre model like this has added value because it has the same standards and materials, including instructor competency, education and learning methods, use of time duration and the achievements that each cadre will have, with minimum standards.

Guidelines for the implementation of Al Washliyah cadre formation in 2022, the materials offered are Islamic Material, consisting of Introduction to Islamic Insight, Tawhid/Islamic Creed, Fiqh, Islam and Social Problems Al Washliyah Material, consisting of Shibghah, Wjihah and Khittah Al Washliyah, History of Al Washliyah, history of the organization section, constitution and Khittah Struggle. Personality Material, Personality Analysis material on the Basics of Intellectual Development, consisting of Logic/Philosophy of Thinking, Discussion Methods, Successful Learning Techniques, Seminars, and Comparison of Madzhab, Basic Organizational Skills material consisting of Leadership, National Insight. Organizational, Planning Techniques, Trial Techniques, Problem Solving/Decision Making Techniques, Organizational Administration. Student affairs material, consisting of material on the topics of Students Between Hope and Reality, students in the midst of National Development and Situation, National Student Problems and Al Washliyah. (Al Jam'iyatul Washliyah Executive Board Cadre Council, 2022)

The curriculum and syllabus offered for cadre training will be in line with the objectives of the cadre training event/program. One of the objectives of cadre training is to become the basis for the development of the nation's children's morals in accordance with the objectives of national education. Therefore, every Al Washliyah education aims to:

- a. Produce pious believers, have broad and deep knowledge and knowledge, have noble morals, be successful in the world and be safe in the hereafter.

- b. Develop and disseminate science, technology, and/or art and strive to use it to improve the standard of living of the community to achieve happiness in the world and the hereafter.
- c. Produce quality human resources as cadres to continue the struggle and amaliyah of Al Washliyah.
- d. Produce uswatun hasanah scholars who are role models for the people.
- e. Develop the potential of students to become faithful, pious and noble, healthy, knowledgeable, capable, creative, independent, skilled, competent, and cultured people for the benefit of the nation.
- f. Producing graduates who master branches of science and/or technology to meet national interests and increase the nation's competitiveness.
- g. The production of science and technology through research that pays attention to and applies humanities values so that it is beneficial for the progress of the nation, as well as the progress of civilization and the welfare of humanity.
- h. Realization of community service based on reasoning and research work that is useful in advancing general welfare and making the life of the nation intelligent. (Khamis, 2022)

The method and mechanism of cadre-based training will be very different from formal education. Cadre education has basic principles regarding the procedures for presenting information and training activities or teaching and learning methods. The cadre process is carried out earnestly and seriously to achieve the level of development of each cadre's abilities. Training methods can develop and adjust to the circumstances and important needs required by the participants. Gradually, development is oriented towards achieving effectiveness, efficiency and mastery of the material. Then, when the development of the method is directed at changing attitudes and behavior, based on the goals and objectives to be achieved. Al Washliyah cadre education is prepared to be oriented towards achieving effectiveness, efficiency, mastery of material and changes in participants' attitudes and behavior in the teaching and learning process.

4. Mental Model and Contribution of the Al Washliyah Cadres

Every activity will always be accompanied by an evaluation tradition, so that the activities being carried out can achieve the predetermined goals. Every cadre formation activity is always observed and assessed consciously and in a planned manner against the cadre training process, both internally and externally. Readiness to accept corrections or recommendations is one of the mental models in the movement and cadre formation, as an effort to improve and adjust in the future. The mental model is a record of the values and attitudes possessed by each cadre to get a picture and profile of the assessment results that are close to the truth by using measurements and considerations. Evaluation activities need to be carried out by everyone involved and/or someone who is related to the cadre formation process.

Assessment of the committee, participants and supporting facilities is the most important thing in a cadre formation process. Assessment has a relationship and influence on improving the quality of participants, the readiness of the committee, the role of the instructor, including the learning methods used. The readiness of the curriculum, the material presented or the media supporting the learning process, are all supporting factors towards the success of the cadre formation program, both in the form of education and training. (Al Jam'iyatul Washliyah Executive Board Cadre Council, 2022).

Organizing community service by upholding local wisdom values is important and will become the mental attitude of each individual to encourage and elevate the dignity of personality. Mental attitude will also be an additional note for individuals in preparing themselves to become leaders in collaborating with various parties, to always maintain commitment and uphold the values of religious teachings, law, norms and ethics. Al Washliyah has a mental model that is always present as a profile of a connector, mediator, enlightener and enlightener, which is neatly arranged and the main target is; The first is the renewal of the field of da'wah. Second, renewal and

improvement of human resources. Third, renewal of the education and teaching sector. Fourth, renewal of the organizational and administrative fields. Fifth, renewal of the field of charity and organizational business, especially the public economy, based on small and medium enterprises, and the establishment of community cooperatives. Sixth, renewal in the field of information technology literacy and digitalization. (Muhammad Hafil, 2023)

The mental model or value attitude that is used as the vision and orientation of Al Washliyah, using the phrase or slogan "Jayalah Al Washliyah of the era of the times" also means that whatever the circumstances of the times, Al Washliyah must be able to adapt or adapt to changes that have been passed even that will go through in the future. This attitude and mentality make Al Washliyah have an attitude of never giving up and continuing to fight and become one of the future targets by optimizing all available potentials. Together and simultaneously with a spirit of togetherness and solidarity, it will be possible to realize these values. This mental attitude needs to be manifested through policies and "interventions" of the Central Board to all Al Washliyah administrators at all levels and related assemblies. Attitude and mentality in the scientific integration program, Al Washliyah makes the assemblies the spearhead of reform in advancing education, da'wah, the economy of the people, and national politics for its members in particular, and Muslims throughout Indonesia in general.

Conclusion

The planning and implementation of Al Washliyah cadre development needs to be prepared specifically, systematically, periodically and continuously. There needs to be a scheme and intervention from the Executive Board to the central leadership of each divisional organization to prepare a program to increase and maintain the quality of cadres.

The readiness of cadres will overlap with the readiness of the curriculum and syllabus that will be offered to each cadre development activity, this will be an added value for cadres in optimizing their role for the development and improvement of the quality of the organization. Each cadre needs to be characterized by an unyielding mental attitude, dedication, honesty, discipline, communicative, hardworking, love of the country, tolerance and patriotism. This mental model needs to be reinforced with enthusiasm and motivation based on the vision, mission and goals of the organization.

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