

ABSTRAK

Zihan Mutmainah, Fungsi Pengorganisasian Majelis Taklim dalam Meningkatkan Kinerja Pengurus (*Studi Kasus di Majelis Taklim Badai Aswaja Kota Bandung*).

Majelis taklim merupakan lembaga pendidikan Islam nonformal yang berperan dalam memberikan pembinaan keagamaan serta memperkuat kehidupan sosial masyarakat. Perkembangan aktivitas organisasi membutuhkan pengelolaan yang terstruktur melalui fungsi pengorganisasian agar pembagian peran, pelaksanaan tugas, dan hubungan kerja antaranggota dapat berjalan secara efektif. Namun, dalam pelaksanaannya masih ditemukan beberapa kendala, seperti pembagian tugas yang belum sepenuhnya sesuai dengan bidang masing-masing, penyampaian arahan yang masih menyesuaikan kebutuhan kegiatan, serta keterbatasan kewenangan pengurus dalam menjalankan tanggung jawabnya. Hal tersebut menunjukkan bahwa fungsi pengorganisasian menjadi aspek penting dalam mendukung peningkatan kinerja pengurus Majelis Taklim Badai Aswaja Kota Bandung.

Penelitian ini bertujuan untuk menganalisis fungsi pengorganisasian melalui prinsip pembagian kerja (*division of work*), kesatuan perintah (*unity of command*), serta penetapan wewenang dan tanggung jawab (*authority and responsibility*) dalam meningkatkan kinerja pengurus Majelis Taklim Badai Aswaja Kota Bandung.

Penelitian ini menggunakan teori pengorganisasian Henry Fayol (1916), khususnya prinsip *division of work*, *unity of command*, dan *authority and responsibility* sebagai dasar analisis. Penelitian ini menggunakan pendekatan kualitatif deskriptif dengan metode studi kasus. Data diperoleh melalui observasi, wawancara, dan dokumentasi, kemudian dianalisis melalui tahapan reduksi data, penyajian data, serta penarikan kesimpulan.

Hasil penelitian menunjukkan bahwa pembagian kerja (*division of work*) telah dilakukan melalui penyusunan struktur organisasi dan pembagian bidang berdasarkan fungsi masing-masing. Akan tetapi, pelaksanaan tugas masih bersifat fleksibel karena keterbatasan jumlah pengurus, aktivitas individu, serta kebutuhan kegiatan yang menyebabkan adanya pelaksanaan tugas di luar bidang utama. Kesatuan perintah (*unity of command*) telah diterapkan melalui peran pimpinan dan ketua umum dalam memberikan arahan kepada pengurus. Namun, mekanisme penyampaian instruksi masih menyesuaikan situasi kegiatan sehingga diperlukan penguatan koordinasi agar arahan yang diberikan lebih terarah. Adapun penetapan wewenang dan tanggung jawab (*authority and responsibility*) telah diatur melalui struktur organisasi dan pembagian peran, tetapi belum sepenuhnya berjalan optimal karena sebagian kewenangan dalam pengambilan keputusan masih terpusat pada pimpinan dan ketua umum.

Fungsi pengorganisasian di Majelis Taklim Badai Aswaja Kota Bandung telah berjalan melalui pengaturan tugas, hubungan koordinasi, serta pembagian peran dalam organisasi. Namun, masih diperlukan peningkatan pada aspek konsistensi pembagian tugas, kejelasan alur koordinasi, serta keseimbangan antara kewenangan dan tanggung jawab agar pelaksanaan tugas pengurus dapat berlangsung lebih efektif dalam mendukung peningkatan kinerja organisasi.

Kata Kunci: Fungsi Pengorganisasian, Majelis Taklim, Kinerja Pengurus, Henri Fayol.

ABSTRACT

Zihan Mutmainah. The Organizing Function of Majelis Taklim in Improving the Performance of Management Members (A Case Study at Majelis Taklim Badai Aswaja, Bandung City).

Majelis taklim is a non-formal Islamic educational institution that plays an important role in providing religious guidance and strengthening social life within the community. The development of organizational activities requires structured management through the organizing function to ensure that the distribution of roles, task implementation, and working relationships among members can be carried out effectively. However, several challenges remain in its implementation, including task assignments that are not fully aligned with each member's respective field, the delivery of instructions that still adapts to the needs of activities, and limited authority among management members in carrying out their responsibilities. These conditions indicate that the organizing function is an important aspect in supporting the improvement of the performance of management members at Majelis Taklim Badai Aswaja, Bandung City.

This study aims to analyze the organizing function through the principles of division of work, unity of command, and authority and responsibility in improving the performance of management members at Majelis Taklim Badai Aswaja, Bandung City.

This study employs Henri Fayol's (1916) organizing theory, particularly the principles of division of work, unity of command, and authority and responsibility as the analytical framework. The study uses a descriptive qualitative approach with a case study method. Data were collected through observation, interviews, and documentation, and were analyzed through the stages of data reduction, data presentation, and conclusion drawing.

The findings show that the division of work has been carried out through the establishment of an organizational structure and the allocation of fields based on their respective functions. However, task implementation remains flexible due to the limited number of management members, individual activities, and the needs of organizational activities, which sometimes require members to perform tasks outside their primary fields. The principle of unity of command has been implemented through the roles of the leader and general chairperson in providing direction to management members. However, the mechanism for delivering instructions still adapts to the circumstances of each activity, indicating the need for stronger coordination to ensure that directions are delivered more clearly and systematically. Meanwhile, authority and responsibility have been established through the organizational structure and the distribution of roles, but have not yet been fully optimized because some decision-making authority remains centralized in the leader and general chairperson.

The organizing function at Majelis Taklim Badai Aswaja, Bandung City, has been carried out through task arrangements, coordination relationships, and the distribution of roles within the organization. However, improvements are still needed in terms of consistency in task distribution, clarity of the coordination flow, and balance between authority and responsibility so that the implementation of management members' duties can be more effective in supporting organizational performance.

Keywords: Organizing Function, Majelis Taklim, Management Members' Performance, Henri Fayol.