



# Efforts to Improve the Quality of Educators Through the *Sima'an* Program at the Ahlul Qur'an Tahfizh Educational Institution

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## Abstract

Improving the quality of educators is a very important aspect. This is because good quality educators will have an impact on the results and quality of learning that will be obtained. Therefore, efforts to improve the quality of educators must always be made in order to ensure the quality and success of a system. This study aims to determine the extent to which the *sima'an* program improves the quality of educators at the Ahlul Qur'an Tahfizh Education Institution. The *sima'an* program is an activity of listening to the recitation of the Quran on a regular basis by educators with the aim of improving the quality of reading, memorization, and pedagogical competence in tahfizh learning. This study used a qualitative method with a field study approach. The data collection techniques used were observation, interviews, and documentation. The results of the study found that the efforts made by the management of the Ahlul Qur'an Tahfizh Education Institution to improve the quality of educators through the *sima'an* program included planning and preparation of the *sima'an* program, implementation of the *sima'an* program, and evaluation of the *sima'an* program. In addition, the results of the study also show that the *sima'an* program has been proven effective in improving the quality of educators, both in terms of fluency in memorization, accuracy in *makbarijul huruf*, tajwid, quantity of memorization, and others. Finally, this *sima'an* program can be used as a sustainable coaching strategy for Alquran memorization educators in order to improve the quality of education.

## INTRODUCTION

Memorizing the Quran, or more commonly known as *tahfizhul Quran*, is currently growing rapidly (Sabiq, 2021). This can be seen from the development of educational institutions, both formal and non-formal, general and Islamic-based, which educate their students to be able to master the knowledge of the Quran in depth and become memorizers of the Quran (Nuruddaroini et al., 2022). The awareness and interest of the Muslim community in memorizing the Quran is increasingly evident from the large number of boarding schools, tahfizh houses, or other educational institutions that teach Quran memorization programs (Rokimin et al., 2023).

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Families, especially parents, bear the primary responsibility for determining the direction of their children's education, including choosing the right recitation program. In Indonesia, religious education is not merely a means of deepening spirituality, but also an important pillar in shaping children's noble character and morals. Therefore, the active involvement of parents in determining their children's religious education is very important (Karni et al., 2025). There are many factors or causes behind the rising trend of memorizing the Quran in society. Sabiq explains in his findings that many parents enroll their children in educational institutions that offer Quran memorization programs, driven by the hope that their children will be able to memorize the Quran (Sabiq, 2021).

The quality of human resource management has a direct impact on the performance of every organization/institution. Good human resource management will determine the sustainability, existence, and effective achievement of organizational goals (Rudiatno & Cheryta, 2023). In the field of education, human resource management plays a very significant role in achieving quality objectives (Sartika et al., 2023). Quality education will produce a generation and human resources that are competent, have integrity, and are ready to face the challenges of competition in the era of globalization as in today's world. However, the success of education is not solely determined by a competent curriculum or complete and adequate facilities and infrastructure, but also by the competence of the human resources involved (Yunita & Supendi, 2024). Human resources in the field of education include teachers, educational staff, principals, supervisors, and education administrators. They are important assets who play a central role in the learning process and education management. Therefore, the development of human resources in education is a key factor in ensuring the quality and overall success of the education system (Haq & Maunah, 2023).

The success of children in learning *tahfidzul Quran* (memorizing the Quran) is one of the desires of parents when enrolling their children in a Quranic educational institution and entrusting their children to the *asatidz/asatidzah*. Therefore, competent teachers are needed to teach the Quran, both in reading and memorizing it (Zurmanda, 2023). Thus, teachers should continuously improve their scientific capacity and quality (Kusmawati, 2020). The quality of tahfidz educators is the key to achieving good memorization among students, as emphasized in various studies that the professionalism of tahfidz teachers has a direct impact on students' memorization achievements (Rozzaq & Khoir, 2025).

Alquran memorization education is a key pillar in shaping a generation with Quranic morals, where the quality of educators (memorization teachers) is an aspect that determines the success of the memorization program (Rozzaq & Khoir, 2025). In today's digital era, challenges such as low teacher competence in the tahfidz learning process often hinder the success of students, thus requiring innovative efforts such as continuous training and ongoing strengthening programs such as the *sima'an* program.

The *sima'an* program is an activity carried out by reading and listening to the Quran together in congregation or together, where in its implementation, there are participants who are tasked with reciting verses from the Quran, while others act as listeners who listen carefully to the recitation (Maskur, 2021). The term *sima'an* comes from the Arabic word *sami'a-yasma'u*, which means "to hear." This word was then absorbed into Indonesian as '*simaan*' or "*simak*" (Handayani, 2023). The meaning of *sima'an* Alquran is not just reading and listening to the Quran. However, the practice of *sima'an* is also given and applied to those who memorize the Quran, where they are asked to recite and listen to their memorization to others. *Sima'an* activities are not limited to and carried out by only two people, but can also be carried out by many people (Puspita, 2023).

Based on previous research conducted by Rofiq & Nadliroh, (2022) entitled “The Implementation of the *Simaan* Alquran Tradition in Improving the Quality of Memorization of Students at the Al-Qur'an Nur Medina Islamic Boarding School in Pondok Cabe Ilir Pamulang,” the results showed an improvement in the quality of memorization among male and female students in terms of adjusting the use of tajwid and reading tempo when reciting the Quran. In addition, the fluency of memorization also improved and became stronger. Similarly, research conducted by Fitri Handayani in 2023 entitled “The Effectiveness of the *Simaan* Method in Improving the Quality of Al-Qur'an Recitation at the Assalafiat II Islamic Boarding School in Babakan Ciwaringin, Cirebon, in 2022/2023,” the research results also showed that the *sima'an* method is effective in improving the quality of students' Quran recitation. Based on the previous research, it was found that the *sima'an* method is widely used as a way to improve the quality of students' memorization. Therefore, this article will discuss the implementation of the *sima'an* program and seek to learn more about the *sima'an* program intended for tahfidz teachers, as practiced at the Ahlul Qur'an Tahfizh House.

The Ahlul Qur'an Memorization House (RTAQ) is an institution that aims to produce a generation of Alquran memorizers through a series of activities that include memorizing and tahsin (improving recitation) of the Alquran. This Quran Memorization House is open to all segments of society with an interest in Quranic da'wah. Its target audience is the Muslim community, ranging from children, teenagers, adults, to the elderly, both male and female. The Quran Memorization House has the motto “Helping everyone, all groups, all ages to memorize the Quran.”

The 30 juz *sima'an* program implemented by Ahlul Qur'an Tahfizh House, based on the results of initial interviews with the head of the tahfizh house, found that the purpose of holding the *sima'an* program was as an effort by the tahfizh house management to improve the quality of human resources in the tahfizh house, especially for *asatidz* and *asatidzah* (teachers) of the tahfizh house. Therefore, this study was conducted to collect and explore more in-depth information regarding the planning and preparation, implementation, and evaluation of the *sima'an* program as an effort to improve the quality of educators.

Based on the previous explanation, the purpose of this article is to determine the efforts made by the management of Ahlul Qur'an Tahfizh House through the *sima'an* program by looking at the planning, preparation, implementation, and evaluation of the program. Ahlul Qur'an Tahfizh House always needs to improve the quality of its teaching staff so that students can truly gain a meaningful and profound experience of learning to memorize the Quran. Thus, through the *sima'an* program, the findings are expected to contribute to many people and provide a broader and more open understanding of the *sima'an* program as one of the ways to improve the quality of educators (tahfizh teachers).

## METHODS

This study was designed using a qualitative approach with a descriptive method (Engkizar et al., 2022, 2023, 2024; Imanina, 2020; Rahman et al., 2025; Sabrina et al., 2022; Seminikhyna & Lutsenko, 2024; Syahrizal & Jailani, 2023; Ummah et al., 2025). This method aims to provide an in-depth and comprehensive description of efforts to improve the quality of educators through the *sima'an* program. This research was conducted at Ahlul Qur'an Tahfizh House Padang, located at the Ahlul Qur'an Tahfizh House Complex, Puri Berlindo/Sumber Mas Housing Complex, Kubu Dalam Parak Karakah, East Padang, Padang.

The data sources were obtained from thirty-three (33) informants consisting of the principal and the teachers' council, selected using purposive sampling techniques.

The selected informants met four criteria, namely, they had a good understanding of the issues being studied, were still active in the field being studied, had time to provide information to the researchers, and provided information in accordance with the facts in the field (Engkizar et al., 2025; Htay et al., 2025; Nur & Utami, 2022). Furthermore, data collection techniques are methods or procedures used to obtain accurate and valid data and facts from research subjects or objects. The data collection techniques used in this study included observation, interviews, and documentation (Rahman et al., 2025; Waruwu, 2023). To obtain more accurate and reliable data, the researchers applied source triangulation and data collection method/technique triangulation. The analysis process carried out by the researcher used the Milles & Hubberman Interactive Analysis model theory, which is an analysis technique carried out in three steps, namely data reduction, presentation, and conclusion drawing (Dewi et al., 2022). Through this method, this study is expected to provide a comprehensive explanation of efforts to improve the quality of educators through the *sima'an* program.

## RESULT AND DISCUSSION

The Alquran recitation program is one of the efforts made by the management of Ahlul Qur'an Tahfizh House to improve the quality of educators, among many other efforts such as training, study tours, regular studies, and other initiatives. The efforts made through this recitation program consist of several steps, namely:

### Planning and preparation stage

Planning is the process of preparing a series of activities to be carried out in the future in order to achieve predetermined objectives (Dewi et al., 2024). Planning is a very important stage in implementing or carrying out an activity. Every activity should ideally begin with careful planning, especially in the implementation of the Alquran recitation program, which requires order and sincerity.

Based on the data collected and the results of the analysis conducted, it can be seen that in the planning stage of this *sima'an* program, the tahfizh house management appoints an *ustadz* who will be the person in charge or coordinator of activities who will be responsible for the *sima'an* program and coordinate directly with the management. In addition, it is known that this *sima'an* program is held twice a year, once every semester. Furthermore, a budget plan is designed and an activity schedule is compiled. Then, each *ustadz/ustadzah* will be given 1 juz each, which will be their task to recite during the implementation. Setting clear targets and compiling a structured *sima'an* schedule is very important so that the *sima'an* program can run effectively, which is in line with the findings presented by Annisa Kaltsum in her thesis (Kaltsum, 2025).

Next is the preparation stage, where *ustadz/ustadzah* will be divided into groups and held every Monday to Thursday each week, guided directly by Buya Mukhlis, S.M.IQ (Advisor of Ahlul Qur'an Tahfizh House). The purpose of Buya's class is to provide a forum for *ustadz/ustadzah* to submit their memorization, which will be presented during the *sima'an* later. The objective is to improve the quality of the *ustadz/ustadzah's* recitation and memorization, where Buya Mukhlis will correct, improve, and guide the *ustadz/ustadzah* so that the quality of their recitation and memorization will increase from before.

Planning is one of the crucial stages in management that plays a very important role in realizing and achieving organizational goals (Silmi et al., 2024). The planning stage is important because all management activities and actions are based on and/or adjusted to the established plans so that each plan and all derivative plans help achieve organizational goals. The planning function is very decisive in achieving organizational goals. The success of an organization in achieving its goals is determined by the accuracy of its planning (Sasoko, 2022). In addition, the



preparation stage also needs to be carried out because it is a very important aspect that influences the results of a program. The goal is to ensure that memorization is smooth and free from errors.

### Implementation stage

This stage is a follow-up to the previous planning stage, with a focus on implementing everything that has been determined previously, meaning that all plans and preparations from the previous stage will be carried out at this stage. In the implementation stage, it is known that the *sima'an* program is held from Saturday to Sunday. Before the activity begins, all *ustadz/ustadzah* first gather to attend the opening ceremony, which is officially opened by the advisor of Ahlul Qur'an Tahfizh House. During this implementation stage, every *ustadz/ustadzah* is required to stay overnight (*mabit*) at the tahfizh house. This requirement is enforced because the Alquran *sima'an* activity is designed as a continual recitation, which means it takes place continuously without long breaks, except for prayers and short breaks. It is also known that each *ustadz/ustadzah* who has been assigned to complete their memorization target will present what they have previously prepared. When presenting, each will be accompanied by a special *pentashih* whose task is to check the accuracy of the recitation apart from the other listeners.

This information is supported by findings obtained from directly observing how the *sima'an* activity is carried out, such as: a) The activity begins with the opening ceremony. b) The *sima'an* begins with juz 1 and continues sequentially to juz 30, which is read alternately by *ustadz/ustadzah* according to their respective duties. c) Each participant who performs is accompanied by a special *pentashih* to ensure the quality and accuracy of the recitation of the Quran in front of the other listeners. d) The activity begins at around 10:00 a.m. on Saturday and continues until it is completed on Sunday, with breaks only during prayer times. e) All *ustadz/ustadzah* are required to stay at the tahfizh house during the program. This policy is implemented to ensure the smooth running of activities and minimize obstacles, especially for *ustadz/ustadzah* who are scheduled to perform at night, early morning, or before dawn. f) All activities will be broadcast live (live streaming) on the YouTube channel of Ahlul Qur'an Tahfizh House. g) The event will conclude with a collective recitation of the Quran. (h) The event will be officially closed by the advisor of the tahfizh house, accompanied by a prayer.

The implementation of the *sima'an* program can run smoothly because the steps (schedule) that have been set are carried out well by all members. This is in accordance with Fayol's management principle, namely the principle of discipline, which states that members of an organization must comply with and implement established rules, procedures, and plans (Hadiat & Syamsurijal, 2023). In addition, the findings show that this program can run smoothly due to good supervision from management. Supervision is a series of activities that include monitoring, checking, comparing, and controlling all processes and activities so that they always run according to the predetermined plan and achieve the expected results. The purpose of this supervision is to ensure that all activities and work being carried out are on track with the initial plan that has been set beforehand. Through the supervision process, it is hoped that various forms of deviation can be prevented or minimized so that each activity can run effectively and the objectives can be achieved optimally (Meriza, 2018).

During an interview with the head of the tahfizh house regarding the background and objectives of this program, it was revealed that every *ustadz/ustadzah* (educator) must continue to improve their quality and abilities, not only the children who are taught to constantly add to and improve their memorization. but all *ustadz/ustadzah* teaching at the tahfizh house must also continue to improve their quality. For those who have memorized 30 juz, this program is used as a forum for

*muraja'ah*, maintaining memorization, and for those who have not yet memorized 30 juz, this program is expected to be a forum to motivate *ustadz/ustadzah* to continue to increase their memorization and hopefully be able to complete their memorization up to 30 juz.

The head of the tahfizh house also mentioned that the important point is the process during the *buya* class. During the *buya* class, the *ustadz/ustadzah* of the tahfizh house will recite their memorization as preparation before the *simaan* is carried out. The *buya* will correct the recitation and memorization of the *ustadz/ustadzah*, and will guide and correct any mistakes, whether in terms of *makharijul huruf*, tajwid, rhythm, and so on. The hope is that with the knowledge gained, the teaching and learning process in the *ustadz/ustadzah's* class can provide quality education to the students. Additionally, when *ustadz/ustadzah* have a solid memorization, this will positively impact the quality of their teaching.

Dede Mulyana in an article Arinda Yunita & Pepen Supendi mentions that in the field of education, teachers are seen as key figures who play an important role in achieving learning achievements and improving the quality of education. Teachers play a central role in delivering learning materials through appropriate and effective strategies so that students can understand and absorb information more optimally. Therefore, it can be concluded that the role of teachers in education is very important and strategic. Teachers are not only responsible for delivering lesson material, but also play an important role in shaping the character and developing the full potential of students. Through continuous efforts to improve their competence, teachers can make a significant contribution to improving the quality of education (Yunita & Supendi, 2024).

### Evaluation Stage

After the *sima'an* program is implemented, an evaluation is needed to determine the results of the program's implementation. Evaluation is a process or series of activities aimed at measuring and assessing something (Phafiandita et al., 2022). The evaluation conducted in the *sima'an* program at Ahlul Qur'an Tahfizh House is that after each *ustadz/ustadzah* has presented and completed their memorization, a special evaluation sheet is provided to record who has successfully completed their memorization and who has not. The follow-up to the evaluation results is that *ustadz/ustadzah* who have successfully completed their memorization targets for that semester are allowed to continue to the next juz. Meanwhile, those who have not yet succeeded will continue memorizing what they have not yet completed in the *sima'an* activity in the following semester.

Based on the findings, it can be seen that the reasons why *ustadz/ustadzah* have not been able to complete their memorization targets include limited time due to various activities outside of teaching hours, such as taking care of family and children for those who are married, and not being able to fully participate in *buya* classes, because these classes are held from 10 a.m. to noon, during which time some *ustadz/ustadzah* have other activities, such as working at other institutions, because most of the learning at the tahfizh house starts at 4 p.m. In addition, there are obstacles caused by busy lecture schedules that conflict with the *buya* class hours, as well as other obstacles.

The inhibiting factors as described above need to be identified and studied further so that they can be followed up and appropriate solutions and better decisions can be made to overcome them. This is in line with the statement by Umar & Arif Widodo, namely that in the context of low academic ability among students, serious efforts are needed to find solutions related to the causal factors (Umar & Widodo, 2022). Based on this statement, it can be concluded that all factors that hinder the achievement of a goal need to be addressed by finding solutions, including in the context of the factors causing the failure of *ustadz/ustadzah* at the tahfizh house

to complete their memorization targets. Nevertheless, amid these various activities, the *ustadz/ustadzah* of the tahfizh house continue to make every effort to manage their time, increase their memorization, and continuously improve themselves.

However, from the evaluation sheet document on the achievement of targets in the implementation of the *sima'an* program carried out on September 16-17, 2025, it is known that the success rate of *ustadz/ustadzah* in completing their memorization targets is 70%. This shows that the *sima'an* program was successfully implemented. In addition, based on the findings of interviews with the head of the tahfizh house, it was mentioned that the *sima'an* program had a significant impact on improving the quality and quantity of the *ustadz/ustadzah's* memorization of the Quran. This was proven through the findings of interviews with several informants. LS, for example, explained that his memorization, which was originally 10 juz, has now increased to 15 juz. Meanwhile, KH said that his memorization had increased from 10 juz to 24 juz after participating in the *sima'an* program series. These findings indicate that the *sima'an* program contributes significantly to strengthening and improving the Quran memorization of *ustadz/ustadzah*. This evaluation is important to measure the success rate of an activity and to identify existing shortcomings, so that future evaluations can be carried out better (Nasution et al., 2023).

## CONCLUSION

The *sima'an* program at Ahlul Qur'an Tahfizh House, which aims to improve the quality of educators, has been running well in accordance with the planning, preparation, implementation, and evaluation that continue to be carried out. This is evidenced by good planning in the form of clear objectives, target setting, *sima'an* schedule and activity schedule, implementation time, person in charge of activities, and budget. As for the preparation stage, it involves attending *buya* classes. In the implementation stage, the program was carried out smoothly and orderly thanks to the discipline of all *ustadz/ustadzah* in following the schedule, procedures, and regulations that had been established. The impact of the *sima'an* program after evaluation was a significant improvement in the quality and quantity of the *ustadz/ustadzah's* memorization of the Qur'an in terms of fluency, accuracy of *makharijul huruf*, tajwid, rhythm, and so on, even though there were several factors that prevented some *ustadz/ustadzah* from completing their memorization tasks. However, overall, the *sima'an* program has proven effective in improving the quality of educators at Ahlul Qur'an Tahfizh House. Thus, the *sima'an* program is not only a formality, but also a proven effective platform for the continuous development of educators at Ahlul Qur'an Tahfizh House. Furthermore, this study is expected to serve as a foundation and reference for future researchers to examine this issue in different contexts and issues.

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