

The Implementation of the Post-Pastoral Community Management Function through the Rice *Infaq* Movement in Inviting People to Give Alms in Medan City

Rangga Dimas Arjuna¹

Soiman²

Universitas Islam Negeri Sumatera Utara^{1,2}

Jl. William Iskandar Ps. V, Medan Estate, Kec. Percut Sei Tuan,
Kabupaten Deli Serdang, Sumatera Utara 20371

Kontak dan email penulis pertama

Email Korespondensi: rangga0104201031@uinsu.ac.id, soiman@uinsu.ac.id

ABSTRAK

Fungsi manajemen yang meliputi; (1) Perencanaan, (2) Organisasi, (3) Pergerakan, dan (4) Pengawasan. Dengan demikian, penelitian ini disusun dengan tujuan untuk menganalisis penerapan fungsi pengelolaan di masyarakat Paskas khususnya dalam program Gerakan Infaq Padi. Metode penelitian yang digunakan adalah metode kualitatif dimana metode ini menggambarkan perilaku objek yang diteliti. Sumber data diperoleh dari hasil wawancara koordinator pascasarjana dan observasi alam. Hasil penelitian mengungkapkan: (1) Gerakan Infaq Beras bertujuan untuk membantu siswa, kaum miskin, anak yatim piatu dan penghafal Al-Qur'an untuk memenuhi kebutuhan pangan mereka, khususnya nasi. Gerakan ini memberikan dampak positif bagi masyarakat, mendorong masyarakat untuk lebih gemar bersedekah dan memperkuat peran masjid sebagai pusat pemberdayaan. (2) Berdasarkan hasil wawancara dan observasi, masyarakat Paskas telah menerapkan keempat fungsi tersebut dalam menjalankan program Gerakan Infaq Padi di Kota Medan. Program ini menunjukkan pentingnya komunikasi yang efektif antara semua divisi untuk memastikan keberhasilan dan keberlanjutan Gerakan Infaq Beras.

Kata kunci: Fungsi Manajemen, Gerakan Infaq Beras, Komunitas Pasca Kredit.

ABSTRACT

Management has a very important role in carrying out various activities, especially in the management function which includes; (1) Planning, (2) Organization, (3) Movement, and (4) Supervision. Thus, this research was compiled with the aim of analyzing the application of management functions in the Paskas community, especially in the Rice Infaq Movement program. The research method used is a qualitative method where this method describes the behavior of the object being studied. The data source was obtained from the results of post-graduate coordinator interviews and natural observations. The results of the study revealed: (1) The Rice Infaq Movement aims to help students, poor people, orphans and memorizers of the Qur'an to meet their food needs, especially rice. This movement has a positive impact on the community, encouraging people to be more fond of giving alms and strengthening the role of mosques as centers of empowerment. (2) Based on the results of interviews and observations, the Paskas community has implemented these four functions in running the Rice Infaq Movement program in the city of Medan. This program demonstrates the importance of effective communication between all divisions to ensure the success and sustainability of the Rice Infaq Movement.

Keywords: Management Function, Rice Infaq Movement, Post-Credits Communit.

PENDAHULUAN

One of the religious recommendations to every Muslim is to carry out several practices that are in direct contact with social behavior, including almsgiving. The religion of Islam encourages every believer to always practice almsgiving. In general, alms can be defined as a gift by a Muslim to another person spontaneously and voluntarily without being limited by a certain time and amount and it is done as a form of implementation of recognition and proof of the truth of one's faith by hoping for pleasure and reward alone from Allah swt (Firdaus, 2017).

In sharia terminology, alms is the same as infak which means spending part of property or income/income for an interest ordered by Islamic teachings, further said, if zakat has nisab, infak does not know nisab. Infak is given by every believer, regardless of the size of the income, whether it is spacious or narrow. As stated in the Qur'an surah Ali Imran [3]; 134:

الَّذِينَ يَنْفِقُونَ فِي السَّرَّاءِ وَالضَّرَّاءِ وَالْكُظُمِ الْغَيْظِ وَالْعَافِينَ عَنِ النَّاسِ وَاللَّهُ يُحِبُّ الْمُحْسِنِينَ ﴿١٣٤﴾

Meaning: "(i.e.) those who are always inficent, both in leisure and in short, those who control their anger, and those who forgive (the mistakes) of others. Allah loves those who do good." (Al-Qur'an and translation, 2019).

In Indonesia, Islamic boarding schools play a strategic role as educational and moral development institutions. Not only teaching religious knowledge, but also many Islamic boarding schools that accommodate the poor, orphans, and memorizers of the Qur'an. However, the reality is that most Islamic boarding schools in Indonesia still experience limited facilities and infrastructure, including access to decent food and stable operational support. Research by the Center for Research and Development of Religious and Religious Education (Ministry of Religion of the Republic of Indonesia, 2020) stated that more than 60% of Islamic boarding schools still rely on non-fixed funding sources and have challenges in meeting the basic needs of students.

Responding to these problems, the Shaleh Amal Army Community or PASKAS is a form of implementation of the values taught by Islam. This community provides facilities for a place to be secretarial, so that donors can distribute aid to those in need. The main task of a person who joins PASKAS is to collect donations from foster parents and then distribute it in the form of the best quality rice to the Orphan & Hafidz Al Qur'an Islamic Boarding School every month.

Starting from Ustadz Luqmanul Hakim's visit to one of the huts in the Pontianak area, he found rice that was not suitable for consumption by children in the class of memorizing the Qur'an. Many of the rice is broken, smelly, flealy, and dirty (<https://gerakaninfaqberas.com/ic/>). So since then, the Rice Infaq Movement (GIB) was formed. The Infaq Rice Movement is a program that has a mission to alleviate hunger for the friends of the poor, orphans and memorizers of the Qur'an who are glorified by Allah, who must be guaranteed to get proper food intake (Rahastine, 2021).

The implementation and development of donation distribution requires good management. Management is a science that comprehensively studies how to direct and

manage people with a variety of different backgrounds with the aim of achieving desired goals. Management provides a clear description of the goals, divides the responsibilities and tasks that must be carried out by each member in a community, and serves as a common guideline in mindset, attitude patterns, and practice patterns. So that tasks and responsibilities can be completed regularly, without the need to burden each other in achieving the planned goals (Rohman, 2017).

The implementation of management functions in a community plays a key role in optimizing performance, strengthening cooperation, and achieving greater common goals. In addition, effective management can help with the efficient management of limited resources, including time, money, and labor.

The Rice Infaq movement requires the implementation of management functions. Terry in Wijaya & Rifa'i (2016:26), states that "management functions consist of Planning, Organizing, Actuating, and Controlling". These things need to be done to avoid the occurrence of mistakes, such as unclear in the collection, distribution, and use of infaked rice. Here are some explanations of the functions of the management function:

Planning Functions

Planning is the selection or determination of organizational objectives and the determination of strategies, policies, projects, programs, procedures, methods, systems, budgets and standards needed to achieve goals. Handoko (1995). Planning can also be limited in its meaning in terms of outlining activities within the available time, determining the right goals and the wisdom of the main idea while formulating outlines of activities and working methods. Planning, namely: 1) the selection or determination of organizational objectives and 2) the determination of strategies, policies, projects, programs, procedures, methods, systems, budgets and standards needed to achieve goals. This function involves a lot of decision-making. Planning as the first function in management is very important in achieving organizational goals. Careful planning will determine the success and success of the program. Yanti and Juriko (2018:153) in their research stated that planning is one of the functions of general management that must be carried out by every organization, in addition to other functions, namely organizing, movement, and supervision. Planning is closely related to other management functions. According to Aditya (2018: 46) the indicators of the planning function are as follows:

Vision and Mission

The vision of the Rice Infaq Movement program is a productive waqaf with the concept of a modern ark mosque, with positive synergy, environmentally insightful, based on economic empowerment of congregational piety. The mission of this program is as follows:

1. Making mosques multi-functional, multimedia, prosperous and independent.
2. Creating a perfect, child-friendly mosque and idol for young people.
3. Building a solid community/congregation doing business in an Islamic manner
4. To present a spirit of togetherness in caring for the poor, orphans, memorizers of the Qur'an and jihad fii sabilillah.
5. Carrying out the da'wah movement by socializing the call "don't get tired of doing



- good" with creative, innovative and educational methods.
6. Organizing Islamic educational institutions based on modern boarding schools that have the character of an Islamic aqidah that is intact and resilient and has noble character that is saucy, intelligent and agile.
 7. Conditioning an integrated Islamic civilization based on residential, rural and urban areas sourced from the Money Waqf Movement and or Ziswaf Pro (Zakat Infaq Charity Productive Waqf).

Organizing Function

The term organization has two meanings. First, an organization is defined as a functional institution or group, for example a company, school, association, government agencies, and so on. Second, it refers to the organizing process which in the study of Da'wah Management is called tanzhim (مِظْنَنَة), namely how work is organized and allocated among the members, so that the goals of the organization can be achieved effectively. While the organization itself is defined as a collection of people or communities with a system of cooperation to achieve common goals. In the cooperation system, it is clearly regulated who runs what, who is responsible for what and whom, the flow of communication, and focusing resources on goals. Stuart (2015).

The organizing function has a close relevance to the planning function, as the organizing must be planned. Organizing can be interpreted as determining the division of work that must be done, grouping tasks and dividing into each department, as well as the determination of departments and the determination of their relationships. Malay (1984). The organizing function is a function that regulates the grouping of resources in an organization to be divided into several areas of work. According to Nurul (2020), the word organization has a general meaning, namely as a forum, place, institution or functional group such as Higher Education, Javanese Association, Malay Customary Institution, Nahdlatul Ulama, Muhammadiyah etc.

Movement Function

After the planning is carefully prepared and then work organization is carried out, the next stage of management is the movement (actuating) of people in accordance with the plan and organization that has been set. So the movement is in principle to move people to carry out an activity to achieve the goals that have been set effectively and efficiently. This movement is also often called "implementation" In the term of Da'wah Management actuating (movement) is called tawjih (هَيْجُوت). This management function aims to motivate and inspire others to work together effectively and achieve common goals. Basically, moving people is not an easy job, to be able to move them, requires the skills of a leader who has the ability and art to move others to act. The ability or art to move others is called "leadership".

Movement is a management function that involves providing direction, guidance, and instruction to team members to achieve organizational goals. This function involves goal setting, task assignment, clear communication, supervision, and coordination. Briefings involve a process of setting clear goals, effective division of tasks, transparent communication, and good supervision and coordination. Arifuddin et al (2023: 49). It can

be interpreted that the function of the briefing is to make all group members want to cooperate and work sincerely and passionately to achieve goals in accordance with planning and organizational efforts.

Supervision Function

Effective supervision is proper supervision in accordance with the process that must be passed, without deviating from the system adopted so that the stages it goes through are correct. Supervision as a system has characteristics that can change depending on the context and applicable conditions, so there are no absolute characteristics in every situation (Tadjudin 2013). The management function that previously would not be effective without the control function or now the term *hayang dalian* is widely used. Supervision in the context of Da'wah Management is said to be *riqabah* (رِقَابَة) or *tahsib* (تَهْصِيب) is the discovery and application of methods and equipment to ensure that the plan has been implemented in accordance with the standards that have been set. This can be positive or negative. Positive supervision tries to find out if the organization's goals are being achieved properly and correctly. Whereas negative supervision tries to guarantee that unwanted or needed activities do not occur or recur. Without proper management, rice distribution can become uneven or even mistargeted. This causes rice infaq to be untargeted and people who really need it may not get it. Donors and the public will lose trust and support as well as a decrease in participation and contribution. Another risk that may occur is the waste of resources due to a lack of effective planning, oversight, and reporting. This could mean that the aid is not being used optimally or even misused. To prevent such problems from occurring, distribution must be carefully organized and planned, including in terms of the subject, techniques used, materials delivered, and the goals or targets of the organization involved.

METODE PENELITIAN

This study uses a qualitative research method with a descriptive qualitative approach. According to Stuart (2005:6) Qualitative research is research that intends to understand the phenomena of what the research subject experiences e.g. behavior, perception, motivation, action, etc., holistically, and by way of description in the form of words and language, in a special natural context and by utilizing various natural methods. The data collection techniques used in this study are interview techniques and natural observation. The interview technique was carried out by interviewing the Coordinator of the Medan Rice Infaq Movement. The interview process is carried out by asking several questions that support the research and further interaction with the researcher with the aim that the researcher obtains data that is in accordance with the research. The interviewee in this case is a key informant or head who leads the course of the Medan Rice Infaq community movement which is expected to be able to provide accurate, relevant, and objective information. The results of interviews in the field are collected in the form of recordings to make it easier for researchers to write transcripts of the interview results.

The next data collection technique is natural observation which aims to describe the background and activities being studied. This natural observation is carried out with a thorough observation of a particular setting without changing anything. Conducting direct



observations to the object of research to take a close look at the activities carried out or events that occurred Fattah (2023:65). This observation is a participatory observation where the researcher participates in the ongoing activities. Data analysis was carried out using an interactive analysis model from Miles and Huberman (1992), which included three main stages: (1) Data Reduction: Stage is carried out by filtering and selecting information that is directly related to the focus of the research, namely the application of management functions (planning, organizing, movement, and supervision) in the Rice Infaq Movement. Data from interviews and observations were transcribed and grouped based on the indicators of each management function. (2) Data Presentation (Data Display): The data that has been reduced is then arranged in the form of a descriptive and thematic narrative. The presentation of this data aims to make it easier for researchers to understand the relationship between phenomena, for example, the relationship between communication strategies and the effectiveness of rice distribution, or the influence of organizational structure on the division of tasks. (3) Conclusion Drawing and Verification: The data is compiled, the researcher draws conclusions based on the patterns of findings that emerge from the field. Verification is carried out by comparing various data sources and observing the consistency of information, to ensure the validity of conclusions. The drawing of this conclusion is directed to answer the main question of the research regarding how the management function is implemented and how much it affects the success of the Rice Infaq Movement in Medan.

HASIL DAN PEMBAHASAN

Medan City Rice Infaq Movement

The background for the implementation of this program is online entrepreneur friends who want to do righteous deeds. Starting from the leadership of the Pontianak Munzalan Ship Mosque who came to the city of Medan to invite online entrepreneurs to join the Paskas team. The informant said that this program is a forum or bequest of kindness for friends who want to join. Through the Rice Infaq Movement, online entrepreneurs have one special practice, which is to collect the best rice for students who memorize the Qur'an. The informant also said, "Alhamdulillah, it has been running for 57 months. This means that rice has been distributed 57 times to students who memorize the Qur'an in the cities of Medan and Deli Serdang". This is certainly good news for foster parents and volunteers who participate in this Rice Infaq Movement. But behind that, there are several obstacles that occur in running this program. One of them is the number of infaq which sometimes decreases, requiring the Paskas team to immediately find new foster parents who are willing to do righteous deeds through this program.

Implementation of Post-Community Management Functions

1. Planning Functions

The Infaq Rice Movement program aims to make mosques an independent and productive center for economic, social, and educational empowerment. This program has built an Islamic business community, cared for the poor, orphans, and memorizers of the Qur'an, and carried out creative and educational da'wah. In addition, this program establishes Islamic educational institutions based on modern boarding schools and develops an integrated Islamic civilization in various regions through

money waqf and zakat.

2. Strategy Planning and Coordination

Based on the results of the interview, the informant stated that the Rice Infaq Movement had been registered directly from the Baitul Maal Munjalan Indonesia Foundation in Pontianak. Baitul Maal has been accredited by the National Amil Zakat Institution which means that this movement has been officially recognized by the government. So that it makes it easier for the community to cooperate with other outside parties who can make the process in this community more effective and efficient. Some strategies and coordination are carried out with other communities such as: (1) Collaborating with the motorcycle community, as the informant said, *"There are several motorcycle communities that we have invited, then friends from the mosque, with us giving letters. We invite you to join in the infaq to become donors or participate in rice distribution with the Paskas community. Alhamdulillah, it has been running, and also God willing, hopefully more mosques will want to join"*. (2) Collaborate with a community of online entrepreneurs. The informant mentioned that the online entrepreneur community joined and provided support for this program. In addition, donors who provide assistance in the form of funds also often participate in rice distribution. This is done so that donors feel satisfied if they are involved directly in going to the field to distribute rice. (3) Work together in several places with large masses, to expand the da'wah that has been pioneered by post-war friends. as said by the informant, *"We also from Paskas friends provide socialization, which covers the realm of campuses, mosques, and events to find new donors so as to increase the number of foster parents and also increase the number of infaq of the Rice Infaq Movement every month"*. With the expansion, the Rice Infaq Movement will be more developed and widespread throughout Indonesia.

3. Human Resource Planning

Based on observations, human resources are sufficient to support the smooth running of the Rice Infaq Movement program. Each team consists of individual members who have relevant skills and knowledge in their fields. The team can carry out their duties well, such as setting plans, managing finances, conducting site surveys and distributing rice. Existing human resources are able to work together with the team and ensure that the program runs as planned. However, periodic evaluations are needed to ensure that human resource capacity remains on track.

Facilities and Infrastructure Planning

The facilities used are computers to make reports, cellphones, laptops, cameras, stationery and other auxiliary tools to improve the quality of da'wah on social media. In addition, vehicles are also one of the means used in running this program. But unfortunately, in terms of available vehicles, there are still not enough, so some parties often experience difficulties in carrying out rice distribution.

The infrastructure chosen by the Paskas team is a building that is used to carry out all da'wah processes so that da'wah can run according to its purpose. Then the mosque is also used as a forum for the Paskas Team in the da'wah process such as discussing and providing evaluations to the team. Based on the results of observations, the budget is



managed by the accounting team every day. The money collected will be distributed in the form of rice and also used as operational costs in carrying out da'wah. Then the accounting team will group how many parts to be distributed to the selected cottages.

Organizing Function

In the Post-Graduate community, there are several indicators of organizational function, which regulate the grouping of resources in an organization to be divided into several areas of work as follows:

1. **Organizational Structure Organizing and Job Description**

The following are the results of observations of the organizational structure of the Post-Pastoral Community in the Medan Rice Infaq Movement along with the decryption of their work:

2. **Commander of the Rice Infaq Movement (GIB)**

In this community, the commander named Nurul Huda plays the role of a leader who is responsible for providing direction and making strategic decisions as well as making plans for future activities. In addition, the commander evaluates the team and supervises the performance of the community, as well as overcoming conflicts to achieve common goals.

Post-Team Division

There are several divisions in the Paskas team, including: (1) Accounting. This division consists of 1 person named Nanda who is responsible for managing finances. Based on the results of observations, this division is in charge of recording and managing finances as well as preparing budgets for the programs that are run. (2) Marketing. The marketing division is the division that brings in potential donors and plays the main role in the income of the Rice Infaq Movement. This division is tasked with inviting the community to distribute funds through this Rice Infaq Movement. The marketing division consisted of 3 people named Rajesta Sinulingga, Diana, and Cilla coordinating with each other to find new donors. (3) Operating. This division is in charge of taking care of the field part such as rice distribution, cottage survey, and also the administrative part. This division consists of 1 person named Nabillah Yolanda who has a big role in managing and monitoring activities in the field so that they run effectively and according to plan. (4) Media. This division is no less important than the others. This division, which is responsible for Rangga Dimas Arjuna, is tasked with spreading the Rice Infaq Movement program through social media with the aim of inviting the community to become donors or foster parents. The media and marketing divisions work together to find new donors. The applications used to invite people to join are Instagram, Facebook, and WhatsApp. The media division makes flyers or videos containing invitations to join the Rice Infaq Movement program which will then be disseminated through posts on social media. (5) Human Resources. This division takes care of the internal welfare of the Rice Infaq Movement and public relations with external parties. There is no fixed number in this division because these activities are voluntary activities. However, based on the observations, there were around 25 people who went to the field to distribute rice to selected huts. Although it does not have a fixed number, Paskas does not lack human



resources because many from other communities join and go directly to the field when the distribution is carried out.

Management Organization

From the results of the observations made, the management steps in this program are as follows: (1) The Commander together with the team prepares an activity plan, determines short- and long-term goals, and sets a target number of orphans who will benefit from this program. (2) Then the accounting division prepares the budget needed to run the program. (3) Furthermore, it was handed over to the operating division to directly check the condition of the huts that would be the place to distribute rice. (4) The implementation of the program is carried out by involving the Paskas division directly to distribute rice to the targeted huts. (5) The Commander monitors the rice distribution process so that it runs well and is in accordance with the target. (6) After the distribution is completed, the commander and division conduct an evaluation to measure whether the program is running according to the goals that have been set. If there are problems, the management team will discuss and find a solution.

Organizing Activities and Exercises

From the results of observations, the routine activities carried out by Paskas are to seek funds from the general public whose results will be used for selected Islamic boarding schools in the city of Medan. This activity is carried out through social media by inviting the public to join and give alms through this program. The next activity carried out by the Paskas team is to open stands and directions at events held in mosques or other public places in Medan City. In his interview, the informant said "there is a name called a righteous charity piggy bank which from Paskas itself made small canned piggy banks that were distributed to the wider community through the event". In this activity, the team opened a stand and distributed the piggy bank to people who wanted to give alms, then every month it would be quoted by the Paskas team and returned to the Rice Infaq Movement program.

1. Movement Function

Indicators of the movement function that involves setting goals, assigning tasks, clear communication, supervision, and coordination in the Medan Rice Infaq Movement are as follows:

2. Motivation

The researcher observed that motivation and evaluation were carried out once a month before distributing rice to selected huts. This aims to make the members of Paskas and the audience participate and be motivated to carry out useful activities and become a practice for those who have helped in this program.

3. Decision Making

The Paskas team discusses at all times about improvement efforts, but for decision-making, the team communicates first with the leadership. This is done so that there are no misunderstandings between members.

4. Discipline

Discipline is one of the most important things in carrying out activities. Based

on observations, time discipline in the implementation of activities is still a challenge because there are some members who have not fully managed time properly. This can be seen from the presence of members waiting for each other before starting the activity, which results in delays and irregularities in the schedule that has been prepared.

5. Responsibility

The researcher observed that there are still post-graduate friends who have not been consistent in carrying out their duties, both in distributing and promoting da'wah. As the informant said in his interview, "There are also many Paskas friends who have not been istiqomah. Well, so once it comes, tomorrow it will not come for distribution". As a result, the support provided by the Paskas Community to these cottages has become less effective. Of course, this affects the funds that will be distributed to the huts that need rice. But behind that, there are reasons that become obstacles for Post-Graduate friends such as other jobs that must be prioritized. To overcome this, the commander provides nurturing or tarbiyah to the team through special studies and post-graduate studies.

6. Communication

Good communication between divisions is the key to smooth activities. If communication is not effective, then the activity does not run smoothly and has the potential to experience problems. After observing each activity, the researcher can conclude that communication between divisions and commanders is going well. Every day members are required to report to the commander either directly or via mobile phones. If there is a problem, the team immediately discusses with the commander to find a solution to the problem.

7. Distribution

The distribution has gone well, this is because many have been prepared for distribution. Such as data collection from the accounting team that regulates where the location is suitable for distribution so that the distribution team division can be easily grouped. The distribution was carried out including an opening activity from the group leader, then continued with a discussion about the development of the cottage and ended with the distribution of rice that had been collected together.

8. Publication

Publication is very important to strengthen public trust in the activities carried out by the Medan Rice Infaq Movement, everything that is done starting from fundraising to distributing rice to selected cottages will be published on the community's personal social media.

9. Supervision Function

The indicators of the right supervisory function are in accordance with the process that is passed, without deviating from the system adopted so that the stages that are passed through are correct by the Medan City Rice Infaq Movement program is as follows: (a) Evaluation of Activities. From the results of observation and interviews, the evaluation of activities is carried out every month after reporting. The Paskas team gathered all members of its division to discuss how to continue this da'wah so that it can develop and become even better. The team also held a discussion

to find the best way to maximize the number of infaq that will be distributed to the huts. (b) Individual Designation. The determination of individuals in this community is carried out by interview selection and then a meeting between divisions and commanders to determine the results of the selection of prospective new members.

Assignments are also determined based on individual abilities and contributions.

10. Follow up and Organization

Follow-ups are carried out to ensure that activities run smoothly and in accordance with the set targets. In this community, follow-up is carried out by the chairman by monitoring and routinely asking about the progress of the planned activities. In addition, the chairman invited multimedia members to work together to find new foster parents who want to channel their funds through social media. Good organization also facilitates communication and coordination between divisions. The team in the Post Office is well organized, with intense coordination between departments, for example between the finance division and the operating division. These two divisions coordinate with each other in determining the amount of rice needed by each hut. Likewise, other divisions coordinate with each other to regulate the course of activities.

SIMPULAN

The Infaq Rice Movement aims to help students, poor people, orphans and memorizers of the Quran to meet their food needs, especially rice. Since its first establishment in 2012, the Rice Infaq Movement has distributed more than 123 tons of rice every month to thousands of beneficiaries in various cities in Indonesia. The establishment of the Rice Infaq Movement in the city of Medan was based on online entrepreneurs who wanted to do righteous deeds. This program has successfully developed thanks to the support of the community who play an active role as volunteers. The Paskas Community held events, opened stands, and socialized to invite people to give alms through the Rice Infaq Movement program in the city of Medan. This movement has a positive impact on the community and encourages people to be more fond of giving alms and strengthen the role of mosques as centers of empowerment.

There are four management functions, namely: (1) Planning function; (2) Organizing function; (3) Movement function; (4) Supervisory functions. Based on the results of interviews and observations, the Paskas community has implemented these four functions in running the Rice Infaq Movement program in the city of Medan. In planning, the movement has a clear vision and mission as well as a good strategy and coordination with several other communities that expand the impact of this movement. The organizational function regulates the division of tasks within the team, with a clear organizational structure, including commanders and divisions that support operations. In the movement, motivation is given so that each team member is motivated and disciplined in carrying out their duties. Supervision is carried out through periodic evaluations to ensure that program objectives are achieved and resolving obstacles that arise. This program demonstrates the importance of effective communication between all divisions to ensure the success and sustainability of the Rice Infaq Movement.

Based on the results of the above research, the researcher provided several



suggestions, which are as follows: (1) It is hoped that this program can continue to improve the quality of the team, especially human resources, so that the income from donors every month remains stable and even better if it increases. (2) In order to achieve the effectiveness of resource quality, the team should pay more attention to the incoming and outgoing budget. And it would be better if the community had operational vehicles that are useful in the activities of the Medan Rice Infaq Movement.

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