# ABSTRAK

Penelitian ini didasari oleh hasil observasi selama melakukan shalat Jumat di beberapa masjid di Surabaya, dimana tampak jelas secara kasat mata seringkali para jamaah shalat Jumat kurang fokus memperhatikan khatib yang sedang berkhutbah. Namun keadaan yang berbeda terjadi di Masjid Ar-Rahman Surabaya. Tampak jamaah shalat Jumat yang sudah berusia tua tapi masih penuh perhatian mendengarkan khutbah. Dari informasi yang didapatkan menyatakan bahwa pada awalnya jamaah juga kurang perhatian terhadap khatib dan khutbahnya, namun melalui proses evaluasi di akhir tahun akhirnya perlahan jamaah menjadi punya perhatian lebih terhadap khatib dan khutbahnya. Oleh karena itu penelitian ini ingin mengetahui bagaimana proses evaluasi rekrutmen para khatib Jumat di Masjid Ar-Rahman Surabaya, apa yang menjadi latar belakang evaluasi, dan apa yang menjadi implikasi dari evaluasi tersebut.

Peneliti menggunakan metode penelitian kualitatif deskriptif. Data dikumpulkan melalui wawancara dengan pihak takmir, sekaligus melalui beberapa dokumen penunjang. Data kemudian diklasifikasi sesuai klasifikasi proses evaluasi dan dianalisis secara kualitatif.

Dari penelitian ini diketahui bahwa evaluasi rekrutmen khatib Jumat di Masjid Ar-Rahman Surabaya dilakukan setiap akhir tahun dengan mengandalkan pada catatan daftar hadir khatib dan hasil observasi Takmir Masjid saat ikut shalat Jumat berjamaah. Evaluasi ini membawa implikasi beberapa khatib yang dipandang tidak memenuhi kriteria yang diharapkan tidak akan diundang kembali, sedangkan yang memenuhi kriteria yang diharapkan akan diundang untuk menjadi khatib kembali.

Keyword: manajemen masjid, evaluasi rekrutmen, khatib Jumat

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# ABSTRACT

This study is based on observations during Friday Prayers in several mosques in Surabaya, where it is clearly visible is often the worshipers of Friday Prayers are less focused on the preacher who was preaching. However, different circumstances occurred at Ar-Rahman Mosque in Surabaya. There was an elderly Friday Prayer worshiping but still listening to the sermon. From the information obtained states that at first the pilgrims also less attention to the preacher and his preaching, but through the evaluation process at the end of the year finally pilgrims become more attention to the preacher and his preaching. Therefore, this study wants to know how the process of evaluating the recruitment of Friday's Preachers at Ar-Rahman Mosque in Surabaya, what is the background of the evaluation, and what the implications of the evaluation are.

Researchers use descriptive qualitative research methods. Data were collected through interviews with takmir, as well as through several supporting documents. The data are then classified according to the classification of the evaluation process and analyzed qualitatively.

From this research, it is known that the evaluation of recruitment of Friday Preacher at Ar-Rahman Mosque in Surabaya is done every year by relying on note of attendance list of preacher and observation of Takmir during Friday Prayer in congregation. This evaluation brings the implications of some preachers who are deemed not to meet the expected criteria will not be invited back, while those meeting the expected criteria will be invited to become preachers next year.

Keyword: mosque management, recruitment evaluation, Friday preacher

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