

**ANALYSIS OF IMPROVING LEADERSHIP THROUGH STUDENT ORGANIZATION AT THE
FACULTY OF ECONOMICS AND BUSINESS WAHID HASYIM UNIVERSITY SEMARANG**

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Abstract. Student organizations are a place for student learning to develop themselves in organization, leadership, and learning to carry out activities. This research examines the role of student organizations as a means to improve the leadership spirit of students at the Faculty of Economics and Business, Wahid Hasyim University. The purpose of this study was to analyze the role of student organizations as a means of enhancing the leadership spirit of students at the Faculty of Economics and Business. This study used a qualitative approach with a descriptive research type. Data collection techniques in the form of observations and interviews. Data analysis techniques using descriptive analysis include data reduction, data presentation, drawing conclusions. The objects of this research are students of the Faculty of Economics and Business, Wahid Hasyim University who are members of student organizations. The results of the research based on the data collected describe student organizations as a means to improve student leadership through activities such as leadership training, student management skills training (LKMM). Improvement in leadership spirit is obtained from the practice of student organization activities which can improve communication skills, listening, courage to deal with change, decision making and ability to solve problems in each student activity program. The implementation of student organization activities has an impact on improving communication skills, listening, courage, decision making, and ability to solve problems in student organizations.

Keywords : Student organizations; Leadership Spirit

INTRODUCTION

Indonesia is a country that greatly values the implementation of education. However, the current condition of education in Indonesia is still plagued by various issues. According to the 2018 survey on secondary education systems worldwide conducted by the Programme for International Student Assessment (PISA) and released in 2019, Indonesia ranked 74th out of 79 countries. This means that Indonesia is among the 6 lowest-ranked countries. This indicates that the quality of education in Indonesia is still significantly lower compared to other countries.

Education is a crucial and significant factor in preparing and developing competent human resources capable of competing globally. Since 1972, UNESCO (United Nations Educational, Scientific, and Cultural Organization) has emphasized the function of education as the key to building and improving a nation (Nandika: 2007). This includes its role in the economy. To improve and build a country's economy, high-quality human resources are essential, and they can be cultivated through a good education system.

Students are intellectual individuals who serve as agents of change and will become the future leaders of the nation. In preparing themselves for the workforce, students need to develop not only hard skills but also soft skills that are highly valued in the working world. One of these essential skills is leadership. A study conducted by Gunawan et al.

(2020) found that leadership significantly influences students' work readiness. Therefore, it is crucial for students to not only utilize the classroom as a learning space but also engage in student organizations as a means to develop their leadership abilities.

Student organizations provide a platform for students to develop themselves in organizing, leadership, and engaging in various activities, both academic and non-academic. The establishment of student organizations aims to create an internal institution within the university that supports its vision. To achieve the vision and mission of the university, the campus provides resources, facilities, and funding to support student organizations.

Wahid Hasyim University is one of the universities in Semarang that focuses on economics, producing top graduates who are experts in the field of economics. However, a significant number of students still lack the necessary soft skills, particularly in leadership. Therefore, student organizations under the auspices of Wahid Hasyim University, such as the Student Representative Council (DPM), Student Executive Board (BEM), Student Activity Units (UKM), and Department Student Associations (HMJ), are expected to be utilized by students as a means to develop their soft skills. These organizations offer various activities such as discussion forums, leadership training, and more, preparing students for their future careers. Based on preliminary observations and the mentioned phenomenon, the researcher is interested in conducting an in-depth study on "leadership development through student organizations in the Faculty of Economics and Business, Wahid Hasyim University, Semarang."

METHOD

a. Research Type

In this study, the research type used is qualitative descriptive research, which collects data in the form of words, pictures, rather than numerical data.

b. Time and Place of Research

This research is conducted in the environment of the Faculty of Economics and Business, Wahid Hasyim University, Semarang, in May 2023.

c. Types and Sources of Data

In this study, two types of data are used as research materials: primary data and secondary data:

1. Primary Data

Primary data is collected and processed directly by the researcher from the research subjects (Supramono and Sugiarto, 1993).

2. Secondary Data

Secondary data is obtained in an already processed and presented form by other parties (Supramono and Sugiarto, 1993).

3. Informants

According to Rosnaini (2018), research informants are individuals who provide information about the research background and variables being studied. In this research, there are two informants as follows:

- a. Key informants are individuals who have a deep understanding of the research topic. The key informants in this study are student organization officials within the Faculty of Economics and Business.

- b. Non-key informants are individuals who are considered to have knowledge about the research topic. The non-key informants in this study are non-official student organization members.

d. Data Collection Techniques

The data collection techniques used in this study are as follows:

1. Observation

Observation is conducted to carefully observe and note events related to the research topic.

2. Interview

The data collection method used in this study is interviews. Interviews are used to gather preliminary information and gain in-depth insights from respondents when the sample size is small (Sugiyono, 2011:137). Interviews are conducted directly using a prepared questionnaire. The questionnaire used is an open-ended questionnaire where respondents provide answers based on their own experiences and knowledge.

e. Data Analysis

Data analysis is a tool used to present data in a concise format, enabling the researcher to answer the research questions (Supramono and Haryanto, 2005). In this study, descriptive analysis is used, which aims to provide a description of the research subjects based on the data collected. Qualitative descriptive analysis is conducted based on actual conditions. The steps of qualitative data analysis according to Miles and Huberman are as follows:

1. Data Reduction

Data reduction involves summarizing, selecting key elements, focusing on important aspects, and identifying themes and patterns. This process provides a clearer picture and facilitates further data collection.

2. Data Presentation

After data categorization, the next step is to present the data. In qualitative research, data presentation can take the form of brief descriptions, charts, or narrative texts. Data presentation enhances understanding of the research findings.

3. Conclusion Drawing or Verification

Drawing a conclusion in research is not a creative process but rather involves transferring information from one place to another. Conclusions should be based on all the data collected in the study.

In qualitative data analysis, specific steps need to be followed. The process of qualitative data analysis, as described by Fitri Nur A (2020), includes:

- a. Collecting data obtained from the field.
- b. Reducing the collected data by selecting relevant information and discarding unnecessary data.
- c. Creating categories or grouping data according to their types.
- d. Presenting the data in the form of narrative text.
- e. Drawing conclusions from the presented data.

RESULT AND DISCUSSION

The Condition of Student Organizations in the Faculty of Economics and Business

Based on the data gathered from interviews, student organizations are defined as a platform for students to enhance and develop their talents, interests, skills, knowledge, and

social abilities. The existence of student organizations is supported by policies that encourage students to engage in organizational activities and develop their knowledge and skills. According to Law No. 12 of 2012 on Higher Education, Article 77 states:

1. Students are allowed to establish student organizations.
2. Student organizations should have at least the following functions:
 - a. Accommodate students' activities in developing their talents, interests, and potential.
 - b. Foster creativity, sensitivity, critical thinking, courage, leadership, and a sense of nationalism.
 - c. Fulfill students' interests and well-being.
 - d. Develop social responsibility through community service activities.
3. Student organizations as mentioned in paragraph (1) are intra-college organizations.
4. Higher education institutions provide facilities, infrastructure, and funding to support student organization activities.
5. Other provisions regarding student organizations are regulated in the statutes of the higher education institution.

Within the Faculty of Economics and Business, there are several types of student organizations, including:

1. Faculty Student Representative Council (DPM FEB), which is the legislative body at the faculty level, representing all students in the Faculty of Economics and Business. It holds the highest authority and sovereignty of students within the faculty.
2. Faculty Student Executive Board (BEM FEB), which is the highest executive body at the faculty level, responsible for implementing student operations under the supervision of DPM FEB.
3. Department Student Associations (HMJ), which are found in each respective department (e.g., Management HMJ, Accounting HMJ, Islamic Economics HMJ). They serve as the executive bodies at the department level under the auspices of BEM FEB and provide a platform for students in each department to channel their interests and talents.

All student organizations in the Faculty of Economics and Business are currently active, organizing activities according to the planned work programs at the beginning of their leadership tenure.

The Role of Student Organizations in Training Leadership Skills

Based on the data gathered from interviews and observations, the presence of student organizations in the Faculty of Economics and Business plays a crucial role in developing students' leadership skills.

The research findings indicate that student organizations contribute to training students' leadership skills through the activities they offer. One example is the Student Management Skills Training (LKMM), which helps students develop communication skills and self-management abilities. This aligns with Thalib (2010:200), who states that the development of students' soft skills includes communication skills, such as the ability to delegate tasks, active listening, and presentation skills. Additionally, the development of students' soft skills through self-management includes decision-making skills, a willingness to learn, self-discipline, self-reflection abilities, and stress management skills.

Table 1: Minimum Curriculum for Pre-Basic LKMM

No	Materials	Theme/topic	Method	Time (hours)
1	Critical nature	Perception of thinking errors	Experiment	2
			Training	2
2	Communication skills	Active listening	Training	3
		Active speaking	Training	3
3	Helpful mindset	Basic concept of R.E.A.L. (Reality, Effort, Ambition)	Lecture and Experiment	2
		Targets, risks, and consequences	Lecture and Experiment	2
4	Self-introduction and self-development	Self-introduction	Lecture	1
		self-development	Training	2
			Experiment	2
		Quantity		19

In addition to LKMM activities, another activity is leadership training that helps students enhance their leadership skills. This is also in line with Thalib (2010:200), who stated that the development of students' soft skills includes the ability to organize everything, including problem-solving based on value and interest considerations, systematic thinking processes, and the ability to identify the source of problems.

The implementation of student organization activities has an impact on students in terms of improving their communication skills, listening skills, courage, decision-making abilities, and problem-solving skills within the student organization.

CONCLUSION

The presence of student organizations in the Faculty of Economics and Business plays a crucial role in the development of students' leadership skills. Student organizations serve as a platform for students to develop themselves, including their leadership abilities. One of the functions of student organizations is to provide a space for the development of creativity, sensitivity, critical thinking, courage, leadership, and a sense of nationalism, which has been functioning well. Students can train and develop their leadership skills through the activities offered by student organizations. This, in turn, can have a positive impact on improving communication skills, listening skills, courage, decision-making abilities, and problem-solving skills within the student organizations.

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