

**BUILDING LEADERSHIP CHARACTER THROUGH
STUDENT ORGANIZATION: A CASE STUDY AT KH.
MAS MANSYUR INTERNATIONAL BOARDING SCHOOL
2020/2021**

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Abstract-*Pesantren Mahasiswa (PESMA) KH Mas Mansur belongs to Universitas Muhammadiyah Surakarta. It is a dormitory for higher students both local and international students. It has two organizations, namely the Central for International Student Organization (ISO) and Ikatan Mahasiswa Muhammadiyah (IMM) Commissariat of the KH Mas Mansur International Boarding School. This study aims to determine how far the student organization plays an effective role in instilling the leadership character of the student. This is both quantitative and qualitative research with Sequential Explanatory. The sample is 44 students of 127 members of the Central ISO and the IMM Commissariat of the KH Mas Mansur International Boarding School. The results of this study can be concluded that there is a significant influence between student organizations on the lead character for PESMA KH Mas Mansur. This is indicated by the percentage of influence exerted by the student organization on the lead character of the students at 39.5% while 60.5% is influenced by other variables. The most probable results also due to the clear vision and mission of the student organization based on Islamic values and then it is implemented through various activities at PESMA.*

Keyword: Leadership Character, Student, Student Organization

Abstrak-*Pesantren Mahasiswa (PESMA) KH Mas Mansur, Universitas Muhammadiyah Surakarta. Ini adalah asrama untuk mahasiswa lokal maupun internasional. Ia memiliki dua organisasi, yaitu Internasional Student Organisasi (ISO) Pusat dan Ikatan Mahasiswa Muhammadiyah (IMM) Komisariat Pondok Internasioanl KH Mas Mansur. Penelitian ini bertujuan untuk mengetahui sejauh mana*

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peran organisasi kemahasiswaan efektif dalam menanamkan karakter kepemimpinan mahasiswa. Ini adalah penelitian kuantitatif dan kualitatif dengan Sequential Explanatory. Sampelnya adalah 44 mahasiswa dari 127 anggota ISO Pusat dan IMM Komisariat Pondok Internasioanl KH Mas Mansur. Hasil penelitian ini dapat disimpulkan bahwa terdapat pengaruh yang signifikan antara organisasi kemahasiswaan terhadap karakter kepemimpinan PESMA KH Mas Mansur. Hal ini ditunjukkan dengan persentase pengaruh yang diberikan oleh organisasi kemahasiswaan terhadap karakter kepemimpinan mahasiswa sebesar 39,5% sedangkan 60,5% dipengaruhi oleh variabel yang lain. Hasil yang paling memungkinkan juga karena adanya kejelasan visi dan misi organisasi kemahasiswaan yang berlandaskan nilai-nilai keislaman dan kemudian dapat diimplementasikan melalui berbagai kegiatan PESMA.

Kata Kunci: Karakter Kepemimpinan, Mahasantri, Organisasi Mahasantri

A. Introduction

In the Al Qur'an, it is explained that humans have a function and duty as a Caliph on Earth. Allah SWT gives the mandate to humans to utilize, care for and preserve the nature that Allah SWT has created for humans.¹

With the creation of this universe for humans, Allah SWT gave a mandate to humans so that the function of humans as caliphs can be carried out. In carrying out the mandate that Allah SWT has stipulated, humans must equip themselves with two basic provisions.² The first is scientific provisions, humans with their knowledge to take advantage of the universe, prosper and care for it. The second provision is to have commendable characters and morals. Humans that Allah SWT has entrusted to prosper, care for them, and take advantage of the universe must have commendable morals. A lot of natural damage occurs due to irresponsible human hands, the consequences are bad for other humans.³

Humans were created by Allah SWT as caliph on Earth. Khalifah has the meaning that is given the power and mandate holder in realizing the will of Allah SWT in this universe. So that humans as caliphs on Earth get the task of being a leader.

¹Read Q.S Al-Baqarah verse 30.

²Ibid., 29.

³Haidar Putra Daulay and Nurgaya Pasa, *Pendidikan Islam Dalam Mencerdaskan Bangsa* (Jakarta: PT Rineka Cipta, 2012), 3-4.

Leaders are closely related to leadership, leadership is the key to the success of an organization or community group to lead to change because leadership can only be done by a leader.⁴ Therefore it is very important for the presence of a leader in an organization or community group.

Sugeng Haryanto argues that leadership is a person's ability to influence a group for the realization of a goal and formulate a vision to make a change in the future by explaining and communicating the mission.⁵

The Pesma KH Mas Mansur UMS provides a forum for students who want to develop themselves through organizations, there are also organizations in PESMA, including Center ISO (International Student Organization) and IMM (Ikatan Mahasiswa Muhammadiyah). These two organizations have their respective roles and functions, ISO plays a role in the running of PESMA activities and IMM plays a role in the cadre process for Pesma students. The Director of PESMA, Bu Muamarah, said that the organization at PESMA played a role in improving leadership for students at Pesma.⁶ With this organization, students are expected to form good and commendable leadership characters.

Based on the explanation above, the researcher felt the need to conduct research. With that, the researcher proposes a thesis entitled Building Leadership Character Through Student Organisation: A Case Study at KH. Mas Mansur International Boarding School 2020/2021.

This type of research uses Field Research, examines social symptoms that occur in the field⁷, and survey research, and the research approach used Mixed Research, namely qualitative and quantitative, with a sequential explanatory strategy.⁸ The data collected regarding the influence of the PESMA student organization on the lead character of students at the KH Mas Mansur Pesma 2020/2021 school year. The subject of this research is the members of the student organization of the

⁴Bambang Samsul Arifin, *Psikologi Sosial*, (Bandung: CV Pustaka Setia, 2015), 93

⁵Sugeng Haryanto, *Persepsi Santri terhadap Perilaku Kepemimpinan Kiai di Pondok Pesantren; Studi Interaksionisme Simbolik di Pondok Pesantren Sidogiri Pasuruan*, (Jakarta: Kementrian RI, 2012), 55.

⁶Interview with the Director of Pesma KH Mas Mansur UMS, Bu Muamarah, Ph.D, on August 12, 2020

⁷*Ibid*, 22.

⁸Muri Yusuf, *Model Penelitian: Kuantitatif, Kualitatif dan Penelitian Gabungan*, (Jakarta: Kencana, 2017), 432.

Pesma KH Mas Mansur, which is taken 44 members from 127 members as respondents to the questionnaire that has been given. Data analysis is the process of organizing, sorting, classifying, and categorizing data into patterns, categories, and basic description units so that themes can be found and work hypotheses can be formulated as suggested by the data. In analyzing the combination combining qualitative data analysis and quantitative data. The technique uses a sequential explanatory strategy model. Sequential explanatory is to collect and analyze quantitative data first, then the results of the analysis are strengthened by qualitative results.

B. The Pesma Kh Mas Mansur Vision And Mission

The Pesma KH Mas Mansur is one of the student boarding schools under the management of the Muhammadiyah University of Surakarta (UMS) which is a support unit in producing UMS students who have Islamic morals and foreign language skills, located on Jl. . Ahmad Yani Tromol Pos I, Pabelan Kartasura, Sukoharjo.⁹ The Pesma KH Mas Mansur UMS provides a forum for students who want to develop themselves through organizations, there are also organizations in PESMA, including Center ISO (International Student Organization) and IMM (Ikatan Mahasiswa Muhammadiyah). These two organizations have their respective roles and functions, ISO plays a role in the running of PESMA activities and IMM plays a role in the cadre process for Pesma students.

1. The Influence Student Organization of Pesma KH Mas Mansur's

Influence according to the Indonesian Language Big Dictionary (KBBI) means the power that exists or arises from something that helps shape a person's character, beliefs, or actions. Influence is a resource capable of changing or shaping something else.¹⁰ Influence can also be described as the power or capacity of causing an effect in indirect or intangible ways.¹¹

⁹Documentation, "Smart Book Pesma", (Surakarta: Pesantren Mahasiswa Internasional KH. Mas Mansyur Universitas Muhammadiyah Surakarta, 2016), 12.

¹⁰Pengaruh, <https://kbbi.kemdikbud.go.id/entri/pengaruh>, Accessed on 25 February 2021

¹¹Influence, <https://www.merriam-webster.com/dictionary/influence?src=search-dict-hed>, Accessed on 25 February 2021

An organization is a unit formed by several people who have the same background, identity, and expectations in achieving common goals.¹² Kreitner and Kinicki argue that an organization is a group of people who interact continuously in order to achieve something that cannot be done by someone but can only be done by a group of people.¹³

An association can be said to be an organization if it has special organizational characteristics attached to the association, there are four special characteristics, namely coordination of efforts, common goals, division of labor, and the hierarchy of authority.¹⁴

2. Leadership Character

Etymologically, the character comes from the Greek *Kharassein* which means to give a sign. In Indonesian, character is defined as, character or mental, moral or character traits that distinguish a person from another or character.¹⁵

Leadership in the language is very closely related to the matter of leaders and how to lead. When talking about leadership, it cannot be separated from the leader himself. A leader is someone who has a mandate and has praiseworthy qualities and attitudes and the ability to manage and manage other people.¹⁶ The function of leadership is to give suggestions to people who are led to move in order to achieve a goal.¹⁷ Style in leadership is explained as follows: Autocratic, Participatory, Democracy, and Control free.¹⁸ As a good leader, he should have good leadership character values. These values include being honest, smart, fair and wise, cooperative, imaginative, courageous, and self-controlled.¹⁹

In organizations, leaders have a very important role in guiding, fostering, and directing their members to be on track according to the expected goals. Organizations can be a forum for generating new leaders by instilling leadership character values in each member. The

¹²Timotius Duha, *Perilaku Organisasi*, (Yogyakarta: Deepublish, 2018), 2.

¹³Robert Kreitner & Kinicki Angelo, *Perilaku Organisasi*, (Jakarta: Salemba Empat, 2014), 4.

¹⁴Idem., *Perilaku Organisasi*, 3.

¹⁵Amrullah Syarbini, *Model Pendidikan Karakter Dalam Keluarga*, (Jakarta: PT Elex Media, 2014) 9.

¹⁶Prayitno Nur, *Kepemimpinan*, (Yogyakarta: Relasi Inti Media, 2017), 3.

¹⁷Idem., *Leadership*, 3.

¹⁸Idem., *Kepemimpinan*, 6.

¹⁹Idem., *Leadership*, 38.

role of the leader, in this case, is in the spotlight, it is because members will see and assess how a leader gives an example and attention to each member of the organization. The formation of the character of a good leader starts from a leader who forms the character of its members well.

Husaini Usman conveyed in his research, the way to carry out character leadership is to exemplify real members so that they are influenced to do so. After members do so, it means that character leadership functions as a means of character education for its members.²⁰

C. Leadership Character Of The Member Of Pesma Kh Mas Mansur

Results The quantitative research results show that the student organization has a positive effect on the character values leadership. This can be seen from the simple linear regression equation, namely $Y = 15,400 + 0.640 X$. The regression coefficient of the influence of the student organization is 0.640, which states that for every 1 addition the influence of the student organization, the character leadership will be 0.640. The results of the hypothesis show that the regression coefficient of the student organization influence variable is 0.640 or positive. This means that the student organization has a positive effect on character leadership. Based on the significance test of the simple linear regression coefficient (significance test) $t_{\text{count}} > t_{\text{table}}$, namely $5.233 > 2.018$, and the significance value < 0.05 , which is 0.000. This means that there is a significant/positive influence of the student organization's influence on the character leadership. Based on these conclusions, it can be said that the more frequent application of student organizations to students, can improve the character of leadership that is formed.

Based on the meaning of simple linear regression or the F test, it is known that the value of $F_{\text{count}} > F_{\text{table}}$ is $27.379 > 4.07$, and a significance value < 0.05 is 0.000. This means that the linear regression between the influence of student organizations on character leadership has a significant effect. Based on these conclusions, it can be said that the tendency for the enhancement of character leadership will be followed by the influence of student organizations. The coefficient of determination obtained is 0.395, which implies that the influence of the student organization on the leadership character of the Pesma KH Mas

²⁰Husaini Usman. 2013. “Kepemimpinan Berkarakter Sebagai Model Pendidikan Karakter”, *Jurnal Pendidikan Karakter*, No. 3, 2013, FT Yogyakarta State University, Acces on 24 September 2020

Mansur students is 39.5%, while the remaining 60.5% is influenced by other variables not examined.

The results of the study indicate that there is an influence of the student organization on the character of leadership Pesma KH Mas Mansur's student. Likewise, based on the analysis of the results of qualitative research through interviews and documentation on the student organization at PESMA KH Mas Mansur UMS, it can be seen that the influence of the student organization on the character of the leading student PESMA KH Mas Mansur UMS. This is in line with the research results of Mustika Cahyaning Pertiwi, Awing Sulistiyawan, Irma Rahmawati, and Honest Umami Kaltsum who said that one of the benefits of joining an organization is to train leadership. Siti Insaroh in her research said that the Student Activity Unit of the UNNES Student Regiment was able to develop leadership characters that had a positive effect.

Based on the results of the data analysis and discussion above, it can be concluded that there is an influence of the student organization on the internalization of the values of character led to the students of PESMA KH Mas Mansur.

D. Conclusion

From the results of data analysis and discussion that has been described in the previous chapter, the following conclusions can be drawn that there is a positive and significant relationship between the student organization (X) and the character leadership (Y), it can be seen that there is a relationship between the student organization and the character leadership. This significant positive is the impact of the vision and mission of the student organization that has been implemented by each member in each activity. The vision and mission of Center ISO in developing character is to make students who have good character and in accordance with Islamic values. This character is well implemented by members by prioritizing Islamic values so as to make the character of a leader who is trustworthy according to Islamic teachings. This is also found in the IMM Commissariat of the KH Mas Mansur International Boarding School which has an Islamic vision and mission to create IMM cadres. This also tries to be taught to every member of the organization. This application can be seen in some of the activities they undertake such as LKMO (Organizational Management Leadership Training). From these activities, members are able to show the character of a leader in accordance with the vision and

mission of IMM. The Director of Pesma KH Mas Mansur also provided a forum for activities for students, especially for members of the student organization to be able to develop their leadership character, one of which was Khutbatul Arsy.

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