
The Establishment of Leadership Characteristic Based on the Values of Pancasila in College Student Organizations (A Descriptive Study on Islamic Students Association Bandung Branch)

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ABSTRACT

The advancement of a nation depends on the quality of its human resources. Indonesia as a developing country, by relying on the young generation as the nation's asset, must be nurtured and directed to be able to become a superior element in society that is able to develop the country in the future. In terms of capacity and psychic, college students are the most ready one to accept character building and develop it. College students are the successors and young intellectuals in nation building. However, behind this optimism there are many problems that indicate a quality decrease of students who will continue the leadership rod in the future. The loss of critical thinking and problem solving skills begin to diminish with the increase of the hedonism, individualism, and passive attitudes toward social issues and radical issues among students. Based on the description above, the purpose of this study is to form the leadership character based on the ideology of Pancasila for the younger generation, especially college students as the leaders of future. The study used descriptive study method to explain and describe the formation of leadership characteristic based on the values of Pancasila in HMI organization Bandung. The results are: The concept of character formation in HMI Bandung branch prioritizes Islamic values without eliminating the sense of Indonesia values in each cadre. The process of leadership character formation in HMI is conducted through Non-formal training such as studying and community service, and Formal training like Cadre Training I, II, and III. Each activity cannot be separated from Pancasila values where the value of divinity, humanity, unity, deliberation, and justice are always inserted. After the cadres participated in the training, leadership character based on Pancasila values are embedded within the cadres. Thus, it can be concluded that the formation of leadership character based on the values of Pancasila in the HMI organization Bandung branch can form a leadership character in accordance with the value of divinity, humanity, unity, deliberation, and justice.

KEYWORDS: *Character Building, Pancasila Leadership, College Students Organizations*

INTRODUCTION

The young generation of Indonesia is an asset of the nation that must be nurtured and directed to be able to become a superior element in society and a leader who is able to develop a nation in the future because the founders of the nation have a belief that the young generation today is able to change the future of the nation that stands parallel to other nations. The young generation is an integral part of the national development process.

In other words, development is not only embedded with the economy and social, but also the young generation (Affandi, 2011). Thus, facilities are necessary in the self-development of the younger generation as the guidance of the nation's character that is ready to commemorate the future. The qualified young generation is those who are ready in terms of capacity and psychic to accept character building and develop it, which in the other words are college students.

However, behind this optimism there are many problems that indicate a decrease in student quality. The loss of critical thinking and problem solving skills begin to diminish as they reveal the nature of hedonism, individualism, and passivity towards social issues among themselves. According to Sunatra (2016, p. 129) hedonism as a phenomenon and lifestyle is reflected in the behavior of the younger generation nowadays; the majority of students compete and dream for a luxurious life and dissipation. This is reinforced by a research conducted by Zulkifli (2016) which resulted that 14 out of 16 students use scholarships to meet their hedonic lifestyles.

The rise of problems affecting college students further dulls the intellectual acumen that is responsive to social issues with the decline the rate of college students' mentality as we can see in a case where UMSU students stabbed his lecturer to death because he was often expelled from class (Detik.com, Tuesday, May 3, 2016). Moreover, there is also the case where college students in Jakarta committed suicide allegedly because the thesis was rejected and had broken love (Kompas, July 27, 2016). The cases show the decline in the quality of college students as agents of change, and they began to forget the values of the nation's ancestor, Pancasila.

Pancasila which is the national identity has begun to be forgotten among the college students and is only memorized by its precepts without interpreting each precept contained in Pancasila. According to Hidayatillah (2014), Pancasila is now only used as a mandatory reading in every ceremony, reading and memorizing in every level of education, but never apply its values in real life. The existence of Pancasila as a philosophical and sociological view of the nation is now a mandatory study for college students.

The importance of Pancasila is implanted to the college students as a foundation of thought and attitude in running the life of the nation and state which can be seen from its strategic and prospective position. Because, according to Hidayatillah (2014), Pancasila is a character able to deliver this nation to the front of the welfare gate. Therefore, it is necessary to have a place for coaching and developing individual college students in the form of Student Organization.

The Islamic Students Association (HMI) is an organization that has been proven to be successful in producing leaders and national figures, such as Muhammad Jusuf Kalla, Mahfud MD, Zulkifli Hasan, Husni Kamil Manik, Ade Komaruddin, Anies Baswedan, etc. Moreover, HMI is one of the oldest college students' associations (ORMAWA) in Indonesia and is still exists to this day, and is also solid because it has a gathering place for alumni whose membership period has expired called the Alumni Corps of Islamic Students Association (KAHMI).

Therefore, the importance of leadership character building is based on the values of Pancasila in the Student Organization, because the nation's generation at this time has begun to forget the urgency of Pancasila as a guidance of life and is more interested in a new culture that is hedonic and individualistic; they do not think about how the heart of social justice and social welfare became one of the values of Pancasila.

RESEARCH METHOD

Based on the problems that have been formulated, the approach used in this study was a qualitative approach. The reason for choosing a qualitative approach in this research is because the researcher examined the activities of groups of learners who are related in the formation of leadership character based on the values of Pancasila in the HMI organization Bandung branch. Based on this the researcher, the researcher got a picture of the problems occurred in depth (in the form of words, pictures, behavior) and were not poured in the form of numbers or statistics, but in the form qualitative description. It is in line with an opinion stated by Creswell (in Noor, 2013, p.34):

“Declaring qualitative research as the medium of a complex picture, examining the words, detailed reports from the views of respondents, and conducting studies on natural situations ”.

Based on that opinion, qualitative research is an approach that conduct the study naturally in accordance with existing conditions in the field. Then this opinion is also supported by Muchtar (2015, p.124) who stated that qualitative research means something related to the aspects of quality, value or meaning contained behind the fact of empirical reality. In addition, qualitative research has a high adaptability that allows researchers to always adapt to changing situations. In addition, according to Nasution (2001, p.40):

“The qualitative research is open, so it cannot be ascertained when this study ends, the research is in progress to gain an ever deeper understanding, but this study was discontinued due to consideration of time, cost, and labor ”.

The reason for the use of this approach relates to human as the subject being studied, where the researcher will get a picture of the problems that occur in depth (in the form of words, pictures, behavior) and will not be written in the form of numbers or statistics, but still in qualitative form. In conducting this research, researchers took the location of research in HMI secretariat Bandung branch. The method used in this research was descriptive study method. According to Sugiyono (2013), descriptive research is a study that aims to provide or describe a state or phenomenon that occurs today by using scientific procedures to answer the problem in actual. Qualitative Descriptive Research is included to the type of qualitative research.

Data collection techniques in qualitative is where the researcher itself goes in revealing the source data (respondents) in depth and comprehensively to the root of the problem, so that a complete data about all statements submitted from sources is obtained. While the auxiliary instruments are interview guides, observation guides, and documentation study guides, literature study guides and field note guides.

The subject of research in this qualitative research is those who become the target of research or sources that can provide information who were selected purposively related to a particular purpose. As for the subject of research as many as 12 people consisting of:

- a. The Chief of HMI Bandung: 1 person
- b. The Administrator of HMI Bandung : 4 persons
- c. The Members of HMI : 4 persons
- d. Alumni of HMI : 3 persons

RESULTS

Based on the results obtained by the authors in the field through interviews, observations, and documentation, HMI, as one of the extracurricular organization that conducts training in forming a human character, has 5 quality with a vision of guiding certain academic people, creators, devotees who breathe in Islamic values and are responsible for the realization of a prosperous fair society with the blessing from Allah *Subhanahu wata'ala*. HMI runs one of their functions as a student organization that conducts coaching and training for its members as stipulated in Law no. 12 Year 2012 on Higher Education, which is one of the functions of student organizations is to develop creativity, sensitivity, critical power, courage, and leadership, and a sense of nationalism. Based on the findings from interviews, the concept of HMI is prioritizing the values of Islam without eliminating the sense of Indonesia values in each cadre. This explains that the Islamic Students Association wants to form academic people who breathe in Islamic values without eliminating the sense of nationalism. This concept is in accordance with one expressed by Notonagoro in Bakry (2010, p. 303) that the value of material, vital value, and spiritual value cannot be separated from the life of society in nation and state. This confirms that each cadre activity cannot be separated from the values of divinity, humanity, and the benefit of the people.

The process of leadership character building in HMI is conducted through Non-formal training such as studying and community service, then Formal training such as Cadre Training I, II, and III. In an effort to cultivate students' critical power and thinking patterns on state and religious issues or any certain circumstances, the Bandung branch of HMI conducts regular monthly reviews that address a theme or national issue to special themes related to religion. Regular study is an attempt of HMI in an effort to increase the capacity of a member both in character and knowledge aspects.

This is in line with Wuryan and Saifullah (2008, p. 72), that in essence the purpose of cadre is to raise awareness of the people or citizens of their rights and responsibilities as citizens. The citizens' awareness of their rights and responsibilities can be applied through the study activities. Community Service is usually becoming a conclusion of studies conducted by HMI Bandung branch in response to the problems of the people. This community service is an elaboration of the role of HMI as an organization. Therefore, all forms of development undertaken are the path of dedication of HMI cadres. Community Service is related as a student conscious effort in the life of a country. Furthermore, the training process through Cadre Training, in addition to instilling Islamic values and the Nations that make the cadres have awareness of the responsibility of humanity and nationality, also form a thinking pattern by training them to be always have critical thinking, because one of the factors influence the mindset of a person is the environment, and environment here is the environment of the organization. This is in line with Makhmudah (2016, p. 89) who stated that the dominant factor that shapes a person's mindset is the environment in which he is located. This mindset can trigger the implementation of the work as well as hampering the implementation of the work. The mindset then shapes a person to behave and act. If a person is more dominant in his negative mindset then what appears will be negative attitude and behavior. Conversely, if a person is more likely to be in positive mindset, then the person will behave positively. In this case, the maturity of HMI cadre thinking is formed so that the cadres have intellectual qualities, so that the human character formed has 5 qualities mentioned earlier.

Pancasila is *Philosophische Grondslag*, the outlook of the nation of Indonesia. Pancasila is united in every life of nation and state because Pancasila, according to Fuad Fokky (2013, p. 11), is needed as a controlling act for all citizens of the nation. Therefore, any formation of leadership character in HMI cannot be separated from Pancasila values. This is evident from the findings at the time in the field, that in every activity, there are always Pancasila values contained where the value of divinity, humanity, unity, deliberation, and justice are always inserted in every activity of HMI.

What is obtained by the cadres after joining a chain of trainings in HMI organization is that there is a value of Pancasila-based leadership characteristic implemented which are religious, having sense of humanity, unity, deliberation and justice. As mentioned by Taniredja and Haryono (2014), a leader who value Pancasila is someone who:

- a. Has a strong belief and trust in the almighty God.
- b. Constitutes Human's Right.
- c. Has an awareness of the diversity of socio-culture in Indonesia, by placing unity as the core of thought and the choices of policies taken.
- d. Puts the people as the main actors in politics or economy, not authoritarian.
- e. Has a fair character toward each other, prioritizes mutual cooperation, kinship, and respects human rights, not discriminate or favoritism.

Based on the results of the above discussion, the authors draw the conclusion that the results of the HMI cadres training is the embedded leadership values characterized Pancasila in every one of them. Thus, seeing the results received when they go through the process of training, it is very useful for cadres in shaping the character of leadership. So later, when the cadre graduate with a degree and has become alumni, the cadre is expected to be able to devote himself to the people in accordance with the profession being occupied.

CONCLUSION

Based on the results of research, it can be concluded that the concept of HMI in the cadre training prioritize the values of Islam without eliminating the sense of Indonesia values in each cadre. This explains that the Islamic Students Association wants to form academic people who breathe in Islamic value without eliminating the sense of nationalism. Through the training process of formal education such as Training of Cadres I, II, II and Non-Formal Training such as routine studying and community service, Islamic and Indonesia values are invested within the cadres' minds. As seen from the results obtained when the cadres have followed the series of implementation of the irrigation in the organization HMI, the cadres embedded values of leadership characterized Pancasila which are having religious state of mind, having a sense of humanity, the value of unity, deliberation, and sense of justice. The values of leadership characterized with Pancasila is embedded in every self-cadre of HMI.

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