Organizational Experience as Formation of Competitive Students' Character

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Abstract

This study aims to explore the role of organizational experience in the formation of competitive student character in the higher education environment. The literature study research method was used to summarize key findings that support the positive influence of organizational participation on student character development. The results of this study indicate that student organizations have a considerable role in shaping character values through student activities provided in higher education. Organizational experience contributes to the improvement of leadership and teamwork skills, shaping the character of students who are adaptive and ready to contribute in a professional environment. Due to the role of ormawa in the campus towards the formation of student character, students can later have knowledge and experience in organizing, as well as character building which can later become the hallmark of students.

Keywords : *Competitiveness, Students, Character Building, Organizational Experience, Organization*

INTRODUCTION

A campus is an environment that is exclusive to its academic community, its own community. Students are a component of the larger academic community. Because they are the academic community (scientific dimension) and the young generation (social dimension) who will face difficulties in the future. Law of the Republic of Indonesia Number 20 of 2003 concerning the national education system states that national education functions to develop abilities and shape the character and civilization of a dignified nation in order to educate the nation's life, aims to develop the potential of students to become human beings who are faithful and devoted to God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens.

Students can develop their potential through student associations or institutions that benefit the life of the nation and state in the long run. The best medium for shaping student character is the organization student organizations. Student organizations serve as a kind of campus organization for character development and building. Student organizations help students not only learn and appreciate what they learn but also gain practical experience and knowledge needed to compete in the world of work. Universities should equip their students with organizational experience, or character values, in addition to information and skills, so that when they graduate they will have the sensitivity to interact socially with society and in the world of work.

Character is a person's character or character obtained from the process of absorption with the environment. According to Marzuki. (2017) revealed that character is a psychological trait, character, and character that distinguishes a person from others. Elfindri divides character into four, namely weak character, strong character, bad character and good character. Individuals can develop skills such as discipline, decision-making, harmony, accountability, and tolerance more easily with experience in organizations. These skills are important performance indicators that can be used to assess a person's total performance (Asbari et al., 2020).

RESEARCH METHODS

This study uses a qualitative descriptive research design by utilizing a literature review as a means of collecting data from both domestic and foreign sources, including books and articles published in research journals. By using a literature review, this descriptive qualitative research approach aims to characterize how organizational experience as a competitive student character building. Sources of information from documents are presented in this qualitative descriptive research (Satori, 2014). Scientific articles published in periodicals related to the research problem are the documents examined.

The use of Google Scholar to search for relevant or appropriate keywords in this case the theme of organizational experience as the formation of competitive student character is the initial stage in collecting data for literature studies.

The clarity of the journal name, volume, number, year of publication, and type of journal is then verified to determine which articles should be selected for the literature study. After the selection of suitable articles, they underwent analysis and classification before being organized to create a connected information network. The purpose of this analysis was to evaluate their applicability to the research questions. The author located six publications on student organizational experience and character development. Where there were notable

differences of opinion in the articles, the selection process involved comparing the viewpoints in the articles to see which was more relevant to the topic of study.

RESULT AND DISCUSSION
Student organization experience

An educational environment that allows students to develop their talents is higher education. Being involved in scholarly endeavors or organizations can help develop these competencies. Students have the option to join internal and external organizations on campus. Organizations that are incorporated from the campus but remain within its boundaries are called internal campus organizations. Organizations that are located outside the campus and are usually not affiliated with it are known as external campus organizations. According to research by Ardiana & Putra (2019) student associations can be a forum for the personal development of their members. Students will engage in various self-development activities while organizing, including training sessions, seminars, weekly studies, and more.

According to Nastiti (2023), one type of organization that can help shape democratic views is student organizations, which are often referred to as mass organizations. Students can be actively involved in activities related to learning, personal development, and community service through community organizations. Student organizations act as partners, facilitators, and members on campus in helping students develop a democratic mindset. Student organizations play an important role in shaping students' democratic attitudes by promoting critical thinking, discipline, and responsibility. Limited human resources, financial resources, and poor time management of members are obstacles in improving democratic attitudes. Interesting programs, such as national dialogues, were designed, and efforts were made to improve communication, establish partnerships and coordination, and conduct evaluations.

The results of Firdausz's research (2012) show that of the five intrinsic factors, ideals, talents, understanding, perception, and interest are the most factors. The most important factor influencing students' decision to enter a particular intra-class organization is the perception factor. While extrinsic factors consist of community, school, and population factors. The most important school factor that influences students' ability to join campus intra organizations. Therefore, in the hope of increasing student motivation to participate in organizational activities, universities must try to expand the amount of information about these activities. Meanwhile, according to Saipul et al (2019) the personal or internal factors of students, the environment, family, and socialization are aspects that greatly influence the interest or interest of students in participating or participating in student forums.

A platform is needed for students to develop their talents. One way to showcase abilities is by participating in organizational activities. On campus, there are two types of organizations: internal and external. When students join organizations, they will be involved in various activities that can affect their growth, such as developing their sense of responsibility, leadership, and personality. However, educational institutions with substandard facilities and infrastructure can also hinder students' learning ability. Therefore, universities should do everything in their power to support student organizations. The goal is to increase students' enthusiasm in joining organizations by doing this.

Student character development and building

Student character development and formation is an integral process in higher education that includes personal, social, and academic aspects. According to Manurung & Rahmadi (2017), it is the great responsibility of higher education to explore and prepare a series of knowledge that must be compiled so that the competence of the knowledge is truly in accordance with the needs and produces resources with appropriate skills. Here are some strategies and factors that can contribute to student character development:

1. Formal Character Education:

Integrating character education into the formal curriculum can help students understand the values of ethics, leadership, and social responsibility. This may include ethics courses, leadership development, or special character programs. In line with the research findings of Manurung and Rahmadi (2017). Higher education institutions have a responsibility to organize study programs that help students develop their character and foster a positive academic environment. The education system and its infrastructure are components of efforts to create an academic environment. Instructors fulfill their professional obligations by practicing student character development.

2. Participation in Student Organizations:

As mentioned earlier, participating in student organizations can shape character through the development of interpersonal skills, leadership, and teamwork. In line with Saragih & Valentina's research (2015) the findings show that students who are involved in groups regularly have superior interaction skills compared to those who do not participate or are inactive.

3. Leadership Development Program:

Leadership development programs outside the classroom, such as leadership training, retreats, or seminars, can help students develop strong leadership characters. The results showed a positive relationship between growth mindset and leadership behavior in students who are active in organizations. Students with a high growth mindset will more often show leadership behavior. Conversely, the higher the leadership behavior, the higher the growth mindset of the leader (Rupa Mahidhika et al., 2022).

4. Work Experience and Internships:

Having work experience or internships can provide insight into the real world of work. This can shape student character in terms of professionalism, work ethics, and readiness for future careers. In accordance with the results of research by Putri & Supriyanto (2020), students who do not participate in extracurricular or intramural student organizations will experience a lack of experience and abilities, feel outdated, and may even find it difficult to succeed in the world of work.

5. Self-Empowerment Program:

Programs that encourage self-empowerment, such as life skills training, time management classes, and resilience training, can help students overcome challenges and grow as more resilient individuals. In accordance with the research findings of Akhbar et al (2018), it can be said that Hasanuddin University student functionaries contribute to improving the current phases of leadership identity. In terms of leadership identity, Hasanuddin University student functionaries are at a transitional stage between the identified leadership stage (stage three) and the differentiated leadership stage (stage four) due to the fulfillment of the four components of self-development.

The influence of organizational experience in building a competitive character

Student involvement in organizations is one way universities and other educational institutions improve the quality of their students' human resources. The values that are believed to be obtained by joining an organization can direct students towards positive growth (Suranto, 2018). Through groups, students will understand their identity. People involved in organizations will also help their families, communities, and even their countries, in addition to themselves. Organizations allow students to fully channel their interests, talents, abilities, and expertise because organizations provide a forum for self-actualization.

The results of Husny et al's research (2023) show that the Organizational Experience variable has a significant influence on the Student Character Building variable at the Makassar State University Faculty of Economics and Business Student Organization.

Organizational experience can have a significant impact on the formation of competitive student character. The following organizational experience can affect student character building:

1.   Interpersonal Skills:

Participating in student organizations can help students develop interpersonal skills. Interaction with fellow students, lecturers, and organization supervisors can improve communication, negotiation, and cooperation skills. In accordance with the results of Yuliasari's research (2018) organizational activities and interpersonal communication skills of the majority of students based on the results of the study were in the highest category as many as 73 (68.9%) and 77 (72.6%) respondents, respectively. The chi-square test resulted in a p-value of 0.012 (p<0.05) for interpersonal communication skills and organizational activities.

2.   Leadership:

Being involved in student organizations often provides opportunities to develop leadership skills. Leading projects, being an executive member, or being involved in organizational initiatives can shape students' characters in terms of leadership and decision-making. In accordance with the results of research by Azidin et al. (2022) Through student organization activities carried out in the implementation of work programs, internal campus student groups play a major role in the formation of student character values independently. Leadership, effective communication, independence, responsibility, honesty, respect, tolerance, creativity, compassion, and teamwork are all transferred through these activities. These skills will be useful when one enters the world of work (industrial world).

3.   Teamwork:

Students involved in organizational activities can build teamwork skills. The ability to work effectively in groups increases competitiveness, especially since most jobs today involve teamwork. According to Silalahi (2022) Because cooperation is for the common good, it is appropriate that the form of cooperation carried out in the organization is sincere and sincere cooperation and without any hidden intentions. Teamwork is needed in the world of work in accordance with research from Azidin et al (2022) Leader characteristics have a great influence on organizational progress. An organization needs more leaders to achieve superior employees and greater organizational performance growth. These leaders must be able to foster and maintain cooperation between individuals in the business.

4.   Time Management:

Being involved in student organizations requires good time management skills. Students who are able to manage academic tasks, organizational involvement, and social life well can develop an organized and efficient character. This is in accordance with research (Siahaan et al., 2022) there are many benefits to participating in UKM (student organizations) including: learning to manage time between classes and participating in activities, learning to manage organizations so that they still exist, learning to manage other people, practicing courage to express opinions, learning to communicate with others, and practicing a sense of responsibility for the tasks that become their burden.

5.   Independence

Participation in student organizations can help students become more independent. Responsibility for certain projects or tasks can strengthen student character in terms of independence and initiative. Joining an organization is considered to teach students how to become responsible adults, according to Cahyorinartri (2018) Organizations can help children develop ideal personalities in addition to teaching them responsibility. Almost all students think that their belief in their own ability to benefit themselves is the reason they are involved in organizational activities.

CONCLUSIONS

The results of this study indicate that organizational experience on campus has a significant positive impact on the formation of competitive student characters. Student organizations are not just a place to have fun, but an effective means of preparing students to face challenges in the real world. Several factors and strategies can contribute to the development of student character, namely formal character education, participation in student organizations, leadership development programs, work experience and internships and also self-empowerment programs.

Student involvement in organizations is one of the ways universities and other educational institutions improve the quality of human resources. In the organization, the distribution of interests, talents, abilities and expertise can be channeled thoroughly because the organization is a medium for self-actualization of a student. Organizational experience can also affect student character building, namely interpersonal skills, leadership, teamwork, time management and independence. Through organizations, students will find their identity. More than that, people who are active in organizations will benefit themselves, their families, communities and even their nation. This conclusion provides a strong basis for supporting and enhancing the role of student organizations as an integral part of quality higher education. Thus, it can be concluded that participation in student organizations has a profound positive impact on students' character development, preparing them to become competitive individuals in the professional world.

Based on the conclusions above, the suggestion in this article is that student participation in campus organizations should be able to adjust so as not to interfere with the focus of learning as a student who is still studying. Due to the balance of students in carrying out the two things above, it can be a good thing that will affect achievement and also the formation of competitive student characters. The important quality needed after graduation is soft skills and this can be obtained from participating in student organizations or institutions and in an effort to improve achievement, development and character building of students cannot be separated from the full support of the university for institutional activities carried out in an effort to improve organizational experience as the formation of competitive student character.

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