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## The Role of Organizations in Developing Students' Soft Skills at UKM SINTALARAS UNM

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**ABSTRACT:** *The Student Activity Unit for Environmental Lovers at Makassar State University is one of the organizations within the scope of Makassar State University which is very important to know about its role in developing the soft skills of its members. Data obtained through interviews with 9 informants were divided into 3 types, namely key informants, namely alumni, expert informants, namely demissioners, then additional informants, namely administrators. The aim of this research is to determine the role of student organizations in developing student soft skills in the Student Activity Unit for Environmental Lovers at Makassar State University. The results of the research show that the Makassar State University Student Activities Unit for Environmental Lovers in Harmony has a role in developing the soft skills of students who are members of this organization. Activities in the Student Activity Unit organization for Environmental Lovers at Makassar State University indirectly develop the soft skills of students who are members of this organization.*

**Keywords:** *Organizational Role, Soft Skills Development, Development of Student Soft Skills*

### 1. INTRODUCTION

Makassar State University is one of the campuses that is accredited A and holds the status of Public Service Agency. Recently, the Minister of Research, Technology, and Higher Education issued and ratified the Regulation of the Minister of Research, Technology, and Higher Education Number 7 of 2018 concerning the Statute of Makassar State University which was stipulated on January 29, 2018. Not much different from Law No. 12 of 2012, one of the references for students to form student organizations under the responsibility of the Chancellor. In the UNM statute, CHAPTER VIII concerning Students in article 81, which reads, "student activities are directed to develop and improve leadership potential, reasoning, interests and hobbies, spirituality and welfare, and community service". While in article 80 it explains that students can form student organizations at the university, faculty, and department levels.

Students are intellectuals who will become the successors of the nation in the future. To develop knowledge, students do not only use the lecture room as a place to study, being involved in student organizations can be a means of learning for students to develop knowledge. In the era of the industrial revolution 4.0, students are not enough with just a high GPA, emotional intelligence or certain skills are no less important to face this fast and digital era.

Student Organization is a learning forum for students to develop themselves in organizing, leadership, and learning to carry out activities, from academic to non-academic. The purpose of establishing a Student Organization is to create an internal campus institution

with the aim of helping the vision of a university. In order to achieve the vision and mission of the university, the campus provides facilities and infrastructure as well as funds to support student organization activities. Not only that, student organizations also aim to instill a critical culture and social sensitivity to each student towards the internal university in terms of criticizing every policy of the rectorate and its staff as well as state issues.

The Student Activity Unit (UKM) of Environmental Lovers in Harmony (SINTALARAS) at Makassar State University (UNM) is an organization that focuses on environmental and conservation activities.

Activities in the Student Activity Unit (UKM) of Environmental Lovers of Selaras (SINTALARAS) involve planning and implementing conservation programs, which require organizational skills, project management, and collaboration. Students involved in this activity must be able to communicate effectively, work in a team, and manage existing resources. This experience not only enhances their technical knowledge in the environmental field, but also strengthens soft skills that are essential in various aspects of professional life.

In relation to this, to reflect various student activities and student movements, there must be a forum that can accommodate and channel their aspirations, namely the existence of organizations that are established in universities. Organizations are seen as a forum to achieve previously set goals. Organizations are also a forum for a group of people who work together to achieve common goals. One of the policy bases for students to learn to organize and develop all the knowledge and skills they have is through student organizations. As regulated in Law No. 12 of 2012 on Higher Education, paragraph 3 concerning Student Organizations, article 77, which reads:

1. Students can form student organizations.
2. Student organizations have at least the following functions:
  - a. Accommodating student activities in developing student talents, interests, and potential. which reads, "student activities are directed to develop and improve leadership potential, reasoning, interests and hobbies, spirituality and welfare, and community service". While in article 80 it explains that students can form student organizations at the university, faculty, and department levels.
  - b. Developing creativity, sensitivity, critical thinking, courage, leadership and a sense of nationalism
  - c. Fulfilling the interests and welfare of students
  - d. Developing social responsibility through community service activities

The role of student organizations is needed because students will apply the knowledge they gain after graduating from college. The most important thing needed is the ability of students not only hard skills but also soft skills. According to Firdauz (2012: 3) "Research at Harvard University, United States, says that a person's success is only determined by around 20% hard skills and 80% soft skills".

However, according to Hamidah in Pamungkas (2016: 24) Soft skills are a person's skills in relating to others (including themselves). Putra and Pratiwi in Firdauz (2012: 5) stated that "soft skills needed by university graduates cannot only be fulfilled in the learning process carried out in the academic field, but also in non-academic fields". Holil in Firdausz (2012: 6), said "one of the levels that is good enough to develop soft skills is through student organization learning".

The phenomenon that is obtained that students are involved in organizations will certainly be different from students who are not involved in organizations, because students who join organizations not only get theories from books that they study in the lecture room but also a lot of additional knowledge, especially practices that are not usually obtained if they only study textbooks. However, the presence of student organizations has experienced ups and downs because the existence of student organizations only carries out ceremonial activities without seeing how to develop and utilize the knowledge possessed by students in each department.

The lack of student involvement is also the same, there are students who do not want to be involved because they want to focus on studying, want to graduate quickly, cannot manage their time, lack self-confidence, are prohibited by their parents, feel incapable, or hang out in the canteen without paying attention to organizational activities. The reasons are lazy, interfere with concentration in learning, waste time or are not useful, and are not interested because of work programs that are not useful. The understanding that soft skills have an important role in student success and one way to hone soft skills is through student activities which are not yet possessed by most students at Makassar State University.

Based on the explanation above, the researcher intends to conduct a study entitled "The Role of Organizations in Developing Students' Soft Skills in the Environmental Lovers Student Activity Unit, Selaras, Makassar State University".

## **2. RESEARCH METHODS**

In this study, a methodology with a qualitative approach is used which has natural characteristics (natural setting) as a direct data source, descriptive, the process is more

important than the results, analysis in qualitative research tends to be carried out through inductive analysis and meaning is essential.

In line with what Sugiyono (2018: 9) expressed, qualitative research methods are methods used to consider the state of natural objects, the main tool of which is the researcher, the data collection technique is studied, carried out through triangulation (combination), data analysis is inductive and the results of qualitative research emphasize significance rather than generalization. Then according to Sugiyono (2018: 86), descriptive research is research conducted with the aim of finding the value of independent variables, one or more independent variables, without comparing or connecting them with other variables.

After the data is obtained, it is then presented using qualitative descriptive analysis techniques, namely an analysis technique which is a description or disclosure of the characteristics of variables that are the focus of the research in this case to study intensively the role of organizations in developing students' soft skills.

The Student Activity Unit of Environmental Lovers of Makassar State University (UKM SINTALARAS UNM) has many roles in developing the soft skills of Organization Members. This is an advantage for students if they want to develop their soft skills. Based on direct observations made, the researcher draws a temporary conclusion that the Student Activity Unit of Environmental Lovers of Makassar State University has a role in developing the soft skills of its members. Through daily activities as members of the Student Activity Unit of Environmental Lovers of Makassar State University, members are able to develop their soft skills, such as the dynamics of forums and discussions that force members to think and find solutions in a topic of discussion that indirectly trains their soft skills. The Student Activity Unit of Environmental Lovers of Makassar State University also trains soft skills such as interpersonal skills because in organizing members indirectly meet people and interact directly. Based on this, this study focuses on members of the Student Activity Unit of Environmental Lovers of Makassar State University. This research is generally to find out the role of the Environmental Lovers Student Activity Unit of Makassar State University in developing the soft skills of its members.

The type of research used in this study is a descriptive research type with a qualitative approach. This study aims to present a complete picture of an event or is intended to expose and clarify a phenomenon that occurs. This study aims to present a picture of the assessment of the role of organizations in the development of students' soft skills in the Student Activity Unit of Environmental Lovers of the State University of Makassar (UKM SINTALARAS UNM).

Data collection techniques in this study are documentation and field, where the research seeks, obtains, collects, studies, and uses data in the form of observations, interviews, questionnaires related to the research topic to be analyzed. Based on its source, the data used in this study is primary data. Where the primary data itself is data that is collected and processed by an organization or individual directly from the object of its research.

Data analysis is the process of systematically searching and compiling data obtained from interviews, field notes, and other materials so that it can be easily understood and the findings can be communicated to others. Qualitative data analysis is inductive, namely data analysis based on the data obtained, then a certain relationship pattern is developed or becomes a hypothesis. According to Miles and Saldana (2014) data analysis consists of three flows of activities that occur simultaneously, namely data collection, data reduction, data presentation, drawing conclusions/verification.

### **3. RESULTS AND DISCUSSION**

The researcher will present the data from the research conducted in the field on several members of UKM SINTALARAS UNM. In qualitative research, researchers are required to be able to dig up data based on what is said, felt, and done by the data source. In qualitative research, it is not as it should be what the researcher thinks but based on what happens in the field, what is experienced, felt, thought by the data source. Furthermore, it is expected to provide a deeper understanding of the role of the organization in developing students' soft skills.

#### **The Role of UKM SINTALARAS UNM in Soft Skills Development**

The researcher conducted interviews with elements that are included in this case Alumni of UKM SINTALARAS UNM as key informants, the former Management of UKM SINTALARAS UNM as expert informants, then those who are still serving as managers of UKM SINTALARAS UNM as additional informants by asking about the role of UKM SINTALARAS UNM in developing soft skills to the informants. This is in accordance with what the informant with the initials HA said that: "SINTALARAS has many benefits such as the first network of seniors at SINTALARAS and friends from other faculties who were once in SINTALARAS, secondly a very close family relationship so that is what drives me to move forward like now. Benefits in terms of the world of work such as administration, leading a company, independent learning, also training the mind to be able to compete outside, learning about ethics which are not obtained in the lecture hall". The next informant with the initials MAH said that "The role of SINTALARAS for me personally is to be a place for me to learn about environmental conservation and also develop my skills in the field of adventure such as

mountain forest, rock climbing, caving, marine, culture, and rafting". Furthermore, the informant with the initials MNA who is now the administrator of UKM SINTALARAS said that: "The role of UKM SINTALARAS for me personally is to train me in public speaking or speaking in front of the public, then train me in applying knowledge about secretariat and administration, helping in understanding environmental conservation and adventure".

Based on the results of interviews with informants HA, MAH, and MNA above and the data obtained by researchers, the role of the UKM SINTALARAS organization has an important role in developing its members' soft skills such as public speaking, time management, leadership, communication skills, teamwork, responsibility, character development, understanding the science of secretariat and administration, and being able to understand the science of environmental conservation and adventure.

### **UKM SINTALARAS UNM's Way of Developing Soft Skills**

The researcher conducted interviews with elements that are included in this case Alumni of UKM SINTALARAS UNM as key informants, the former Management of UKM SINTALARAS UNM as expert informants, then those who are still serving as managers of UKM SINTALARAS UNM as additional informants by asking about how to apply the knowledge gained in UKM SINTALARAS UNM to the informants. This is in accordance with what was conveyed by the informant with the initials RRA that "What I have experienced then I apply in my life and my current job as a lecturer". The next informant with the initials NW said that: "The way I apply the knowledge I get is to apply it in the field and then teach the younger siblings at SINTALARAS, then I also carried out activities when I served in the management of adventure school with participants from high school students/equivalent throughout South Sulawesi and the output of this activity is to instill in students a disciplined attitude when adventuring in the wild in the sense of how to apply SOP or preparation for outdoor travel before carrying out an activity in the wild ". Furthermore, the informant with the initials SM who is currently serving as an administrator at UKM SINTALARAS UNM said that "I shared with my fellow colleagues through social media, the programs that I have implemented during this period are still within the internal scope, namely increasing the quantity and quality of members and developing the talents and interests of members."

Based on the results of interviews with informants RRA, NW, and SM above and the data obtained by the researcher, the method of the UKM SINTALARAS organization in developing its members' soft skills is by applying or implementing the knowledge gained in this organization by discussing with other members, then knowledge such as time discipline,

leadership and so on are made a habit to be carried out so that it becomes behavior in the members.

### **Factors Influencing the Effectiveness of UKM SINTALARAS Organizations in Developing Soft Skills**

The researcher conducted interviews with elements that are included in this case Alumni of UKM SINTALARAS UNM as key informants, the former Management of UKM SINTALARAS UNM as expert informants, then those who are still serving as managers of UKM SINTALARAS UNM as additional informants by asking about what effective influence after applying the knowledge gained in UKM SINTALARAS UNM to the informant. This is in accordance with what was conveyed by the informant with the initials PRU that: PRU said "The most influential factor is togetherness, in this case within the scope of SINTALARAS UNM there are several characters present in it and how do we reduce selfish and individualistic attitudes to achieve organizational goals, especially in SINTALARAS UNM". Furthermore, the informant with the initials SZI said that: "The most influential factor is silaturahmi, maintaining relationships with each other, strengthening each other, understanding. In SINTALARAS when we want to know someone's true character, we take them to the mountains to find out. And that is the character that I apply until now when looking for someone to be my friend". Furthermore, the informant with the initials NW said that: "By joining SINTALARAS, I have more experience in terms of activities, regarding time management, public speaking is even better, then the knowledge that I did not get in college I can get in SINTALARAS". Furthermore, the informant with the initials MY who is now an administrator at UKM SINTALARAS UNM said that: "The most influential thing is that I can think more critically and think more innovatively in the future in solving problems that I get outside the scope of SINTALARAS UNM".

Based on the results of interviews with informants PRU, SZI, NW, and MY above and the data obtained by the researcher, the factors that influence the effectiveness of the UKM SINTALARAS organization in developing its members' soft skills are emotional relationships, character development, social awareness, experience, and problem solving. This is a factor that supports the sustainability of the organization.

#### 4. CONCLUSION

In a study that aims to provide an overview of the role of the UKM SINTALARAS organization in developing its members' soft skills, a conclusion can be drawn that it is a fundamental aspect in this study. The role of the UKM SINTALARAS organization in developing its members' soft skills, if we look at the 9 informants who are the source of data for this study, has a useful role for future provisions for members of the organization, both those who are still in the process in the organization and those who have become alumni and demissioners, it can be concluded that: The role of the UKM SINTALARAS organization is very helpful in developing the soft skills of its members, such as time management, leadership, communication skills, social skills, character development, and problem solving or solving problems faced. The UKM SINTALARAS organization has a way of developing the soft skills of its members, namely by directing members of the organization to apply the knowledge gained in UKM SINTALARAS by discussing with other members in order to develop further. Factors that influence the effectiveness of UKM SINTALARAS in developing the soft skills of its members are emotional relationships, character development, social awareness, experience, and problem solving in the organization.

Then the researcher's suggestion for further researchers and general readers is:

For the UKM SINTALARAS Organization, namely looking more at the potential of its members to be developed and paying more attention to the existing educational curriculum, for example regarding the current Minister of Education program, namely MBKM and that can be used as an opportunity to attract students to join by implementing programs that are related to the curriculum or current Minister of Education programs in the world of education. To members of the UKM SINTALARAS UNM who are still in the process of developing soft skills, further improve the knowledge that has been obtained and then implement it in activities that can support the existence of the organization. To further researchers, this research is still in its early stages and there could be developments for further researchers who are interested in researching this title.

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