



Capacity Building Leadership and Organizational Management for Student Council on Madrasah Aliyah Semarang City

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Abstract: *This service activity aims to increase the capacity of leadership and organizational management for student council (OSIS) on Madrasah Aliyah Semarang City, Indonesia. Through training focused on the basic concepts of organizational management, this activity seeks to close the gap between the needs of effective student organization management and the low managerial capacity possessed by the student council administrators. The implementation method uses a participatory and experiential learning approach. The results of the activity showed an increase in the conceptual understanding and practical ability of participants in the aspects of planning, organizing, implementing, and evaluating organizational activities. Contributions to professionals in the field of upper secondary education that non-formal educational interventions like this are very relevant in building resilient student leadership.*

1. INTRODUCTION

Research by (MacNeil, 2006; Mitra, 2004) show that a school environment that provides space for students to take on leadership roles has been shown to increase students' confidence, responsibility, and critical thinking abilities. The Student Council (OSIS) is a strategic forum in the secondary education school environment that provides opportunities for students to develop leadership, management, communication, and social responsibility skills. Through active participation in the student council, students can learn to lead meetings, design work programs, and foster interpersonal relationships with fellow members and the school.

. A well-designed student council activity is able to become leadership laboratory where students experiment with their own leadership styles, understand group dynamics, and develop empathy and social skills. Study (Kim & Holyoke, 2022) show that participation in extracurricular activities, including student organizations such as the student council, contributes significantly to the development of socially responsible leadership values. In line with this, the (Feraco et al., 2022)

emphasizes that involvement in extracurricular activities supports the development of soft skills such as leadership and social awareness, which in turn increases motivation and self-directed learning in schools. Further (Kim, 2022) reveals that experiences in student organizations have a positive effect on the development of socially responsible leadership.

However, there are still many limitations in the capacity of the student council management in understanding and implementing the basic principles of organizational management. Study (Day et al., 2014) emphasizing that leadership development must begin from adolescence in order to produce effective and characterful future leaders. However, many student councils run programs sporadically, without a well-thought-out organizational structure and activity planning (Gurr, 2017).

This phenomenon shows that there is a gap between managerial needs at the student level and the coaching available at school. Therefore, basic leadership training with an emphasis on organizational management is important to equip them with adequate competencies. The purpose of this activity is to strengthen the understanding and skills of organizational management to all student councils on Madrasah Aliyah Semarang City, Indonesia so that they are able to carry out their roles more effectively and systematically.

2. METHOD

The training activity was carried out for one day and was attended by 36 student council administrators from private Madrasah Aliyah Semarang City. The methods used are:

- a. Presentation of interactive material: about the basics of organizational management (planning, organizing, implementing, and evaluating).
- b. Case study: participants are given scenarios of organizational problems to discuss.
- c. Simulation: to hone problem-solving and communication skills in organizations.
- d. Reflection and evaluation: participants write down the follow-up plan and the lessons learned.

This training approach refers to the principle of experiential learning as developed by (Kolb, 2014), which emphasizes learning through hands-on experience and reflection as a means of building leadership skills.

3. RESULTS AND DISCUSSION

This service activity was carried out on Tuesday, November 12, 2024. The activity was held in the Hall of PT. Erlangga Semarang. The event was attended by 36 student council administrators from private Madrasah Aliyah Semarang City. In accordance with the planned method of activities, in the initial stage we delivered material on the basics of management in the organization. The material was delivered interactively which provided opportunities for participants to participate more broadly.



Figure 1. Presentation of organizational management materials

After the presentation of the material was completed, participants were given a worksheet to simulate case solving in student activities at school. At this stage, participants are given the opportunity to work in groups and convey the results of their work. Participants showed high enthusiasm in this discussion and simulation session. In this session, the participants showed collaboration, shared ideas and opinions to solve the problems presented. This process provides important knowledge, understanding, and experience for participants in identifying problems, and finding alternative solutions in school activities, especially about how to manage school activities in the student council organization.



Figure 2. Trainee discussion

Based on the results of the case studies presented and presented by participants during the training, there was an average increase in participants' understanding of organizational management principles. Some of the indicators of improvement observed are an increase in the ability to compile organizational structures and job descriptions, the ability to make systematic activity planning, and increased confidence in leading meetings and expressing opinions.

The results of this activity are in line with and reinforce some previous studies showing that experiential group training significantly improves self-efficacy in leadership in students (Urkmez & Singhani, 2023). Likewise, the findings (Leskinen et al., 2021) emphasizing that collaborative experiences in a learning environment can facilitate the development of leadership and soft skills through interaction and teamwork. The results of this activity also confirm the study (Orsini et al., 2022) who found that team configurations based on experiential learning styles improved team learning behavior, group development, and overall learning satisfaction.

Thus, that this service activity contributes to the development of leadership capacity and organizational management for student council administrators in private Madrasah Aliyah Semarang City. Managerially, these results can be an inspiration for professionals in the field of education, especially in secondary schools, to provide space for students to take a role in leadership practice in student activities at school. This facilitation is important and has been proven to increase students' confidence, responsibility, and critical thinking skills (MacNeil, 2006; Mitra, 2004).

4. CONCLUSION

Basic leadership training activities with a focus on organizational management have proven effective in increasing the capacity of student council administrators Madrasah Aliyah Semarang City. This training makes a real contribution to the development of youth leadership skills and the strengthening of organizational culture in schools. It is recommended that similar activities be carried out periodically with the active involvement of student council supervisors and education policy makers in madrasah aliyah.

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