

Dayah Strategies In Shaping Students Leadership Character

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Abstrak

Darul Amin Perbatasan Dayah Aceh Tenggara bertujuan untuk membentuk santrinya menjadi pemimpin yang tangguh, militan, berakhlak islami, dan berwawasan luas melalui Organisasi Mahasiswa Darul Amin (OPDA), sebagai sarana pendidikan kepemimpinan yang tugasnya mengajarkan kepada santri bagaimana melaksanakan tugasnya. tanggung jawab sebagai pemimpin yang bijaksana. Maka penelitian ini bertujuan untuk mengetahui strategi dayah dalam menanamkan karakter kepemimpinan bagi seluruh santri khususnya pengurus OPDA. Metode penelitian yang digunakan untuk menjawab tujuan di atas adalah penelitian kualitatif dengan jenis penelitian studi kasus, dimana acuannya terdiri dari data primer dan data sekunder. Teknik pengumpulan data melalui proses observasi, wawancara dan dokumentasi. Analisis data menggunakan analisis data kualitatif. Hasil dari penelitian ini adalah bahwa strategi dayah menanamkan sifat kepemimpinan khususnya bagi pengurus organisasi kemahasiswaan yaitu pertama, pengurus OPDA harus menjalankan aktivitas sehari-hari dengan etos kerja yang tinggi. Kedua, pengurus OPDA menjadi narasumber saat memberikan bimbingan dan motivasi serta saat mengadakan majelis ilmu. Ketiga, pengurus OPDA dilatih untuk mengawasi semua kegiatan santri sesuai dengan kebijakan yang telah ditetapkan

Kata Kunci: *Dayah Strategis, Students Leadership Character.*

Abstract

Dayah Perbatasan Darul Amin Southeast Aceh aims to form its students into strong leaders, militants, Islamic morals, and broad knowledge through the Darul Amin Student Organisation (OPDA), as a means of leadership education whose task is to teach students how to carry out their responsibilities as wise leaders. So this research aims to find out the dayah strategy in instilling leadership character to all students, especially OPDA administrators. The research method used to answer the above objectives is qualitative research of the case study research type, where the reference consists of primary and secondary data. Data collection techniques through the process of observation, interviews and documentation. Data analysis using qualitative data analysis. The result of this study is that the dayah strategy in instilling leadership characteristics, especially to student organisation administrators, namely first, OPDA administrators must carry out daily activities with a high work ethic. Second, OPDA administrators become speakers when providing guidance and motivation and when holding knowledge assemblies. Third, OPDA administrators are trained to supervise all santri activities according to predetermined policies

Keywords: *Strategi Dayah, Karakter Kepemimpinan Mahasiswa.*

INTRODUCTION

Leadership skills are one of the factors that can influence the success of an organisation. Without this ability, a manager or leader cannot motivate, determine the direction of the organisation, or be a role model for his or her subordinates, which can ultimately cause the organisation to lose its status in the future.

In Islam, leadership is very important. A leader must have complex rules in running a leadership system, whether in individuals, families, communities, or organisations. Good leadership can help create a prosperous atmosphere for all members of the organisation, and can help in achieving organisational goals

effectively and efficiently.

Education in dayah institutions has its own characteristics compared to other educational institutions. One of these characteristics is giving great attention to the aspect of leadership. The students in the dayah are not only taught the theory of leadership, but also continue to be trained and modelled on how to become a good leader.

Kyai or caregiver is the central figure who has authority in organising the life of the pesantren. Kyai also determines the vision and mission, values and soul, orientation and philosophy of dayah life. In addition, the kyai must also formulate steps to develop the dayah so that it can continue to grow and fulfil its goals.

Dayah Perbatasan Darul Amin (DPDA) Southeast Aceh is an educational institution that emphasises community orientation and leadership. The motto adopted by the dayah is to be virtuous, able-bodied, knowledgeable, and free-minded. Thus, the dayah intends to form its students into leaders who are tough, militant, Islamic moral, and knowledgeable, so that they can uphold the religion of Allah in society. To achieve this goal, DPDA provides a variety of supporting facilities, processes, and methods of leadership education.

Dayah Perbatasan Darul Amin (DPDA) has a student organisation called Darul Amin Student Organisation (OPDA) as a means of leadership education. OPDA is the driving force and manager of various activities and activities of students at DPDA. With the motto "Ready to lead and willing to be led", OPDA also aims to produce cadres of ummat leaders who are competent in managing organisations. This organisation is also tasked with managing and organising the entire life of the santri independently and responsibly. In addition, this organisation is also a means of fostering the mentality and creativity of students who will be applied in society later.

The Darul Amin Student Organisation (OPDA) has an important role in educating and teaching students how to carry out their responsibilities as a wise leader. Students who are in the upper class at a young age are expected to be able to lead and complete their responsibilities well, but sometimes they are still unable to control their emotions and are less precise in making wise decisions. Therefore, researchers feel the need to conduct research on the strategy of instilling leadership character for all OPDA administrators who are entrusted with senior santri or final students of Kulliyatul Muallimin Al-Islamiyyah (KMI).

METODE

This research uses a qualitative approach with a case study research type. The research subjects were the head of the guidance field, the students guidance staff, and OPDA administrators, as well as supporting data such as DPDA Organisational Structure and OPDA board data. The data collection techniques were carried out by interview, observation and documentation. While the data analysis process uses the interactive analysis of the Miles and Huberman model, namely data reduction, data presentation, and conclusion drawing which is presented in descriptive form.

HASIL DAN PEMBAHASAN

Leadership Character Building Strategy

Strategy comes from the Greek word *strategos*, which means a plan that aims to defeat the enemy efficiently through the effective use of available resources. According to Isriani Hardini and Dewi Puspitasari, strategy comes from the Greek, *strategia*, which means the science of war or warlord. Based on the meaning of the word, strategy is the art of designing war operations, such as how to organise positions or war tactics, land or sea forces. According to Ardianus Laurens Paulus and Budi Hermanto, strategy is the art and knowledge of formulating, implementing, and evaluating cross-functional decisions that help an organisation achieve its goals.

So, strategy is a way used to achieve success in reaching the final goal or objective. However, a strategy is not just a plan. Strategy can also be used as a guideline that is applied in the programme to be implemented by educational institutions, so that these goals can be achieved effectively.

According to Certo as mentioned by Eddy Yunus, there are two strategies that can be done in shaping

leadership character, namely internal and external strategies. The internal strategy consists of six stages, namely planning (planing), teaching/introduction of character values (knowing), implementation (actuating), supervision (controlling), reward and punishment, and evaluation (evaluation). Meanwhile, the external strategy consists of three stages, namely introduction, supervision, and evaluation.

Leadership Character Building

Abi Iman Tohidi in Muhammad AR et al. stated that according to Al-Ghazali, character is a trait embedded in one's soul that can influence one's behaviour easily and does not require consideration. Meanwhile, Thomas Lickona revealed that character is a trait possessed by a person that can influence a person's moral response in acting through good behaviour, honesty, responsibility, respect for the rights of others, hard work, and so on.

The theory of leadership based on characteristics, proposed by Siagian in M. Joharis Lubis and Indra Jaya, shows that there are several main characteristics that must be possessed by an effective leader. Firstly, a leader must have extensive general knowledge. Second, a leader must have the ability to grow and develop. Third, a leader must have analytical skills. Fourth, a leader must have an inquisitive or curious nature. Fifth, a leader must have effective communication skills. Sixth, a leader must have the ability to determine the scale of priorities. Seventh, a leader must have rationality. Eighth, a leader must be exemplary. Ninth, a leader must have decisiveness. Lastly, a leader must have a future orientation.

The Ministry of National Education has formulated 18 character values that can be implemented in leadership patterns for leader character building in an organisation. Among these values that can be applied in leadership are honesty, independence, discipline, democracy, hard work, and responsibility.

Ari Prasetyo mentioned several keys to the success of the Prophet Muhammad's leadership that can be emulated by his people, namely:

1. Good morals without blemish.
2. A tough, tenacious, simple, and high-spirited character.
3. Wise da'wah methods.
4. A clear goal of struggle, which is to uphold justice and truth and destroy what is false.
5. Principles of equality and togetherness.
6. Prioritising the safety and interests of followers.
7. Providing freedom of creativity and opinion and delegating authority.
8. Charismatic and democratic type of leadership.

Strategies for Cultivating Leadership Character

The Head of the DPDA Division has a big responsibility in educational institutions. They are responsible for the smooth running of the dayah organisation, especially the organisation managed by the grade 6 students. So, the santri care staff must have good achievements, work ethic, loyalty, and educational experience, as well as understanding the values and philosophy of life in the dayah. They must also have a strategy to shape the character of leaders for their students, especially OPDA administrators.

The Head of the Guidance Division, Ustaz Ahamd Paruqi Hasiholan explained the important points in shaping the character of a leader, namely: direction, habituation, and assignment. Direction includes carrying out daily activities with a high work ethic, while habituation involves students in carrying out educational and teaching activities. Assignments include the obligation of santri to teach their younger siblings in afternoon lessons in addition to being dormitory administrators and organisations, as well as performing teaching service for one full year after grade 6 KMI. This assignment aims to provide experience to students and test their mentality during character education at dayah.

Every activity carried out by students is taken into consideration in shaping the character of the leader of the OPDA board by the DPDA Leader, namely:

1. Assignment of santri or administrators to supervise in carrying out their duties by analysing and thinking about the right strategy.
2. Providing direction and motivation or holding knowledge assemblies where OPDA administrators are assigned to direct.

3. Training the leadership of the OPDA management in controlling the santri period by controlling the daily activities of the santri in accordance with the policies set by the Dayah Leader.

Sabri Ulvianda, as a Students Counseling Staff, explained about the strategy of forming leader character. He mentioned four types of leadership that can be used as a reference, namely leaders as directors, coaches, supporters, and delegates. Leaders as directors provide direction and closely supervise, while leaders as trainers provide direction, supervise, and provide explanation and support. Leaders as supporters facilitate and support the efforts of subordinates in completing tasks, while leaders as delegates rotate or delegate responsibilities in making decisions.

The performance of the board is always monitored and controlled by the Students Guidance Staff through weekly reports on programmes, business results, and performance evaluation. Thus, OPDA administrators feel continuously supervised in carrying out their duties and always try to work optimally and avoid mistakes in acting or making decisions.

Darul Amin, which implements the Gontor system, teaches the principle of "Ready to Lead and Want to be Led" and all out assignment education as a basic value in the formation of leader character. In addition, students are also taught to dare to try innovative things that are good with the value of "Bondo Bahu Pikir lek Perlu Sak Nyawane Pisan". This is interpreted through guided and monitored innovations as a foundation for the formation of creative, innovative, and responsible leader characters.

CONCLUSION

Dayah border darul Amin views its students as future leaders of the people. They are prepared to become leaders from the beginning of entering the dayah. Dayah has a strategy to shape the leadership character of its students, especially OPDA administrators. The strategy is based on the results of interviews and observations. First, OPDA administrators must carry out daily activities with a high work ethic. Second, OPDA administrators provide direction and motivation and hold knowledge assemblies with OPDA administrators as speakers. Third, OPDA administrators are trained to control the period of students by controlling the daily activities of students according to the policies that have been set.

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