
Management Model of Hizbul Wathan Extracurricular Development in Muhammadiyah Senior High School

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Abstract

This study aims to determine the management development of Hizbul Wathan's extracurricular coaching model to improve Muhammadiyah students' competence in Indonesia. This qualitative research involved 6 participants who represented each data variable. Methods of data collection by observation, interviews, documentation. Data analysis used an interactive model from Milles and Huberman. The study results found that the Scout Movement of Hizbul Wathan has been carried out to manage Human Resources by involving administrators from the Central Quartir to the Branch Quartirs and coaches in Qabilah throughout Indonesia. Organisation and network management to lay a solid foundation for improving students' quality as Muslim is emphasised.

Keywords: Management, Extracurricular, Scouting Hizbul Wathan

Preliminary

Muhammadiyah, as one of the most prominent Islamic community organisations in Indonesia, has many charities. Among them are the fields of education, health, and social foundations. The Hizbul Wathan (HW) scouting movement is one of the autonomous organisations within the Muhammadiyah Association. Muhammadiyah SMA in DKI is a school that carries out Hizbul Wathan extracurricular activities with students from various communities. The development of a coaching model in Muhammadiyah high school schools in DKI Jakarta needs to present character school management. Schools are expected to plan activities, carry out activities, and evaluate activities that contain character values and how schools can implement effective and efficient building character strategies. The success of Hizbul Wathan's activities at Muhammadiyah Senior High School in DKI Jakarta cannot be separated from good management. As an autonomous organisation from Muhammadiyah, Hizbul Wathan's activities are non-formal coaching carried out in the family environment and the educational environment.

Muhammadiyah is the oldest organisation of the Indonesian nation, and we know that Muhammadiyah can always behave steadily and has demonstrated its ability, tenacity and strength to carry out its striving to achieve its goals. Hizbul Wathan Scouting is training that meets segments that other institutions do not operate. Its implementation uses the basic principles of Scouting and Scouting methods and has the characteristics and identity of scouting in the open (outdoor activities) and independent education efforts for Hizbul Wathan Scouting activities.

In the observations of researchers, there are several problems found in the field, namely:

1. Human Resources Development Management Through Hizbul Wathan
2. Management of Hizbul Wathan Curriculum Development
3. Teaching materials have not fulfilled the need to support and facilitate students
4. Learning media is not under the needs of students
5. Implementation of Hizbul Wathan's Extracurricular Development Model to Improve for Students

6. During this pandemic, activities in the field were delayed

Through the Hizbul Wathan Scout Movement, it is hoped that the younger generation of Muhammadiyah will be able to serve Allah to do good for the country and its nation. They must be equipped with the belief in Tawhid, Moral Honor, and science and technology. So it can be concluded that extracurricular activities are the application or implementation of Hizbul Wathan's scouting education activities as Islamic scouting, aiming to foster children to have noble morals.

Literatur Review

Management is an act of someone who has the right to order other people to do something while the responsibility remains in the hands of the person who ordered it (Tery, 1972). Harold Kontz and Cril O'Donnel Management attempt to achieve a specific goal through other people's activities, namely managers coordinating some activities with others, including planning, organising, placing, mobilising, and controlling (Kontz and O'Donnel, 1995). Ralph Currier Davis defines management as a function of the executive leader, regardless of position, which contains the notion that all activities carried out by a person through the leader's control to achieve the stated goals. Oey Liang Lee: Management is defined as the art of planning, organising, directing, coordinating, and controlling human and natural resources to achieve predetermined goals.

According to Tessmer and Ritchie (1997), development focuses not only on the study of desire but also on the general problem of the first study, from start to finish, as a context analysis. Model improvement concept. In R&D research, several models can be used as guidelines for product development, including the Borg and Gall model. The research and development stage consists of ten research stages: (1) Opportunities and challenges, (2) Data acquisition, (3) Product design, (4). Building inspection, (5). The revised draft, (6). Product test, (7). Product version, (8). Using experiments (9) production audits, (10). Comprehensive product overview.

Method

This research uses a qualitative approach with descriptive methods. Sources of research data consisted of informants, places and events, in documents. Data collection techniques used interviews, observation, documentation, and focus group discussions. The validity of the data used triangulation, matching the theory and sources, techniques, and researchers. This study aims to analyse the application of management based on Islamic education to achieve an education. In conducting the research, the researcher found the school's feasibility, namely: (1) There was support from the principal. (2) There is Pembina. (3) There is a Curriculum. (4) There is an exercise schedule. (4) There are facilities and infrastructure.

Results and Discussion

In the material presented using guidelines made by seven teams (7 teams), namely the Ramanda who have followed Jaya Matahari 1. Vision and Mission SMA Muhammadiyah 12 East Jakarta has the vision to become a superior school through IMTAQ, science and technology, and polite behavior. And the mission: (1) Increase confidence and humility, pleasing personality, and science and technology. Doing activities, innovative, imaginative, practical, and fun. (2) Promote a culture of student achievement through school activities. (3) Development of a positive performance culture. Muhammadiyah 12 SMA is one of the high schools in Matraman, East Jakarta, to be precise in the Kayu Manis sub-district. The data

processing system for new student admissions is still done manually and for a long time. So far, the system used by SMA Muhammadiyah 12 Matraman Jakarta is considered not optimal and efficient enough. In carrying out routine activities, especially teaching and learning SMA Muhammadiyah 12 Matraman Jakarta, an organisational structure is formed that describes the authority and duties or functions of each part.

Another example of SMA Muhammadiyah 14, Central Jakarta, according to the deputy principal for student affairs Zulkarnain said that Muhammadiyah 14 Jakarta school has two majors, namely Science and Social Sciences, all students total 101 (46/55), regarding the majors' abilities of each student, Many students do well in school, but not really when they grow up. The number of students at SMA Muhammadiyah 14, Central Jakarta, consists of class X 35, class XI 32, and class XII 34. All students have different characters. The name of the Principal of Muhammadiyah 14 School is Trisna Embarsyah. The school offers its students a variety of educational support options. High-quality teachers are knowledgeable in their fields, learning support activities such as after school activities (extracurricular activities). Includes student activities, group discussions, and a reading garden to help students learn in the best way: vision and mission. SMA Muhammadiyah 14 Jakarta has the vision to provide international standard academic and non-academic achievements, promote religious values, customs and is based on belief and piety. The mission (1) Encourages students to compete honestly and athletically in academic and non-academic fields for the best results. (2) Optimising students' abilities to achieve their potential. (3) Promotion and development of students' talents and interests. (4) Improve the English skills of students, educators and education personnel. According to Islamic teachings, the hopes of coaching are (1) Fostering students in strengthening their intelligence, creativity, interest abilities, and personality. (2) Advancing students' abilities for the best results in school. (3) The encouragement and needs of students can achieve perfect results at the ability level in schools.

According to the Hizbul Wathan coach at SMA Muhammadiyah 14 Central Jakarta, The existence of Hizbul Wathan Scouting activities, students can form virtuous personalities and become cadres of Muhammadiyah organisations and Indonesian citizens who will later be useful in line with Hizbul Wathan Scouting goals, namely; Loving the nation and the country, having responsibility, personal trust and discipline, real order of activities, inviting ta'awun and also trusting others, ready to lead and be led, patience increases faith and devotion to Allah SWT. According to the opinion of Ramanda Zulkarnain, the coach of SMA Muhammadiyah 14 Central Jakarta, the unique characteristics of Pandu Penghela's development are:

- a. Think critically, logically and realistically (has approached perfection)
- b. Want to get attention and other people's responses
- c. Attention to the great public
- d. Feelings still play an essential role
- e. Like there is conflict Between emotion and reason arise anxiety.
- f. Get emotional freedom
- g. Abandoning childish reactions and ways of adjustment

Furthermore, SMK Muhammadiyah 12 Jakarta has the vision to be a school that produces Islamic, qualified and independent graduates. Its mission is (1) To provide guidance based on Islam. Iman and Ihsan (2) Carry out skills training in the automotive, electricity, and computer fields (3) Produce graduates proficient in their respective fields. (4) Equipping graduates with entrepreneurial skills (Entrepreneur). With such a vision and mission, SMK Muhammadiyah 12 Central Jakarta has the objectives, namely (1) Producing Graduates with Noble & Islamic Morals. (2) Producing graduates competent in their fields. (3) Producing graduates with an entrepreneurial spirit. (4) Improving Excellent Education Services. (5) Exploring the potential and talents of students in the fields of knowledge, sports and the arts. According to the principal of SMK Muhammadiyah 12 North Jakarta, Suharsono. Spd, that

the school has a Study Program, namely the Student Expertise and Competency Program at SMK Muhammadiyah 12 North Jakarta, the total number of students is 237.

Scouting activities must be followed for students on a predetermined schedule. Muhammadiyah 12 North Jakarta has two coaches, namely Ramanda Jeje Zaini, SPd and Ramanda Broto. SMK Muhammadiyah 12 North Jakarta in one century HW participated in sending a lively contingent of Hizbul Wathan's Scouting Camp One Century. This very bright morning, Monday 17 December 2018, Qabilah Hizbul Wathan (HW) was getting ready to take part in the Hizbul Wathan Scouting One Century National Gathering Camp. Under the supervisor of Jeje Zaini et al., prepare themselves. Various preparations, both physical and mental readiness and deepening of the scouting material, are completed in a planned manner. Hopefully, sending him to the National Gathering camp will get good results.

Field findings from the three schools regarding Hizbul Wathan Extracurricular Scouting for active students during a pandemic situation. 50% SMA Muhammadiyah 12 East Jakarta, 50% SMA Muhammadiyah 14 Central Jakarta, and 65% Muhammadiyah 12 SMK North Jakarta. Delivery of material using the Online Model.

Discussion

This study's analysis is based on: (a) The aims and objectives of Hizbul Wathan coaching in schools based on Hizbul Wathan's AD / ART. (B) The vision of Hizbul Wathan coaching is following Hizbul Wathan's coherent ideals. (c) The Mission of Guidance for Hizbul Wathan, which is seen from the main task of Hizbul Wathan. (d) SWOT analysis where the circumstances that occur are taken into account. From the results of existing research, these three things aim to coach so that students have competence in their daily lives. So it can be concluded that the objectives of Hizbul Wathan guidance are following the Hizbul Wathan AD / ART wherein the AD / ART it is said that the objectives of the establishment of the Hizbul Wathan Kepanduan Movement are: (a) Upholding and upholding the religion of Islam, so that an Islamic Scouting community is created. (b) Pro-actively assisting parents in educating, caring for and guiding children, adolescents and youth through scouting education and training so that they become meaningful Muslims, have devotion to Allah, have high character, are healthy and agile are useful for self. The Hizbul Wathan Scout Organization is an autonomous organisation, has a vision and carries out Muhammadiyah's mission in educating children, adolescents, and youth. They become true Muslims and are ready to become cadres of the Organization, Ummah, and Nation. Following the research on the development of Hizbul Wathan's extracurricular model development to increase students' competence, researchers, namely the Muhammadiyah Organization, should organise Hizbul Wathan Scout extracurricular activities. Muhammadiyah Senior High School in DKI Jakarta forms an institution to organise student activities outside the classroom. Hizbul Wathan also plays a role in creating a personality in the implementation of scouting. The Scouting activity of Hizbul Wathan is a school forum to develop student character values to become cadres and implementers of Muhammadiyah Business Charities (AUM). Comparison of differences and similarities in management.

Equation

Muhammadiyah Schools in Hizbul Wathan Extracurricular activities have objectives: upholding and upholding the Islamic religion and realising an accurate Islamic guide. Extracurricular scouting in providing material to students has the Hizbul Wathan curriculum that the HW Central Quartir has established. Each coach at Muhammadiyah school has their soft skills. Always contribute to advancing Muhammadiyah Pesyarikatan. Mission in the Scout Movement of Hizbul Wathan. The three missions are under Hizbul Wathan's primary duties, namely per the meaning of State defence. Method of delivering material online. Students are required to follow HW Scouting

Difference

Determination in determining the three schools' Vision and Mission experiences differences but leads to a single goal. Implementation in the field is given in the delivery of material given the freedom to the coach. The level of training for coaches begins with participating in Jaya Melati 1. During the implementation of activities, some are in the field, and some are in the classroom to see the situation. Not all teachers have an interest in Hizbul Wathan's Scouting. Delivery technique. The percentage of students is different.

Discussion

The three missions are under Hizbul Wathan's primary task, namely following the meaning of state defence. The analysis and discussion of this research are based on:

1. The aims and objectives of Hizbul Wathan guidance in schools are based on Hizbul Wathan's statutes.
2. The vision of Hizbul Wathan's development is under Hizbul Wathan's ideals of coherence.
3. The mission to develop Hizbul Wathan is seen from the main task of Hizbul Wathan.
4. SWOT analysis where the situation occurs as a consideration.

Management's inhibiting factors are the dimensions of power, governance, funds and facilities. Barriers also often occur from the incompatibility of financial management's behaviour with the vision and mission of the organisation, so that it often causes distortions between designs. The obstacles that often arise are conceptual skills, technical skills, and human skills—supporting factors; a supportive school. The success of Hizbul Wathan's scouting activities cannot be separated from the school's support, so the school's role is very influential, especially in support of both material and non-material. The coach is competent. It needs to be guarded and directed to become a professional Hizbul Wathan coach to support the Hizbul Wathan Scout Movement's continued success. The coach of Hizbul Wathan must have competence, including ability and knowledge. Adequate tools. Tools are also an important part of carrying out activities. Muhammadiyah Schools require students to be a supporting part of the Management or Management of Hizbul Wathan's extracurricular scouting activities. This means that students must have a purpose in life.

In addition, the inhibiting factors include; students can also be part of a barrier to management—Hizbul Wathan's extracurricular scouting activities. The obstacle is the students themselves who do not understand the importance of Hizbul Wathan's Scouting activities. There is a time that coincides with other activities that are more prioritised as a barrier to the Management of Hizbul Wathan's extracurricular Scouting activities, namely the same time, for example, practicum, comparative studies and celebrations of national holidays.

The environment that does not support the environment in question is parents who do not support Hizbul Wathan Scouting activities because there are other subject activities such as English, Mathematics and other courses. A special budget for Hizbul Wathan Scouting, a large enough fund is needed to develop the quality of training for the procurement of equipment needed according to the Hizbul Wathan Extracurricular Activities Movement curriculum at Muhammadiyah schools is still considered a non-formal activity, so schools prioritise formal activities. Organisational challenges going forward are due to the Covid 19 pandemic, which has not subsided so that physical activities that are usually carried out are disrupted or even delayed. However, the technological era does not limit our work and innovation. Skills activities in scouting can be accessed from digital sources through social media anytime and anywhere. Event-related videos and tutorials are becoming increasingly available from forced situations due to pandemics becoming commonplace. The supervisor in delivering the material cannot be separated from the curriculum managed by the Kwarpus Scouting Hizbul Wathan, but it is permissible for each coach to make other materials as long as it refers to the provisions of the Muhammadiyah Central Leadership. Hizbul Wathan Scouting Curriculum for Athfal, Identifier, and Defender Levels as mentioned in the

attachment to the decree, this decree takes effect from the date it is stipulated in Yogyakarta on 23 Friday 1428 H / 9 June 2007 M. With General Chairperson Ramanda Hilman Najib and General Secretary Ramanda M. Bachrun Nawawi.

SWOT analysis

SWOT analysis is a strategic planning method to evaluate the influencing factors in achieving goals, namely strengths, weaknesses, opportunities, and threats, both short and long term goals.

1. Hizbul Wathan's scout management.

Under the Muhammadiyah Association, which has wide popularity and network. The positive image of Hizbul Wathan Scouting produced a cadre of national leaders. Character education system through an engaging, fun and challenging method which most young people love.

2. Weaknesses / Weaknesses in coaching management

End of regeneration chain for 40th Lack of competent and experienced HW leadership coaches and leaders. As the youngest orthodox Muhammadiyah, he is still looking for forms of identity and resources.

3. Future opportunities

Muhammadiyah schools as a source of students. Scouting activities of Hizbul Wathan are required at Muhammadiyah schools. Youth trends who enjoy outdoor activities are under scouting training

4. Threats and Constraints

The use of Presidential Decree 328/1961 / SCOUTING Law by government officials and scouts to inhibit the emergence of HW. Views of some Ortoms who consider the Scout Organization Hizbul Wathan as a competitor. The globalisation of information through the internet, gadgets, TV, DVD / VCD and cell phones.

SWOT analysis in life is contained in the Al-Quran surah Al-Hasyr / 59: 18, which means "O you who believe! Fear God and let everyone pay attention to what he has done for tomorrow (afterlife), and fear Allah. Indeed, Allah is cautious about what you do. "

The Expected Future: (a) Is a foundation in human life as a servant of God, (b) Has a big role in the family, community, nation and country, (c) Has goals that will be achieved by being our people, (d) Efforts to develop noble morals and good habits for students, (e) the obstacles faced are always there, so they must be concentrated.

The key to Hizbul Wathan's integration is (a) The availability of manuals and instructions for Hizbul Wathan's extracurricular scouting activities. (b) Management or management of the DKI Jakarta quartir. (c) Coaching is the spirit of an organisation in the cadre. (d) Institutionalising the Hizbul Wathan Scout Movement in Muhammadiyah branches. (e) Without the process of developing an institution, a cadre is like a lifeless body. (f) Adequacy of coaches and leaders for students. Continuous and consistent training program. (g) Acceptance and support of all Muhammadiyah members.

Conclusion

Amid global pandemic problems and national problems, Pandu Hizbul Wathan is expected to develop attitudes by personality development that are adjusted to the level and age of the Hizbul Wathan guides for students with the guidance of the trainers. In the Hizbul Wathan Scout Movement, nothing distinguishes the old Hizbul Wathan Scouting and the new Hizbul Wathan Scouting, so we hope there is no dichotomy. According to the Central Quartir of the Hizbul Wathan Scout Movement, there is a grouping between the Athfal scouts, the Identifying guides, the Pengela guides, to the Guides. Entering the 102nd Anniversary of Scouting, Hizbul Wathan, as one of the autonomous organisations in the

Muhammadiyah organisation, continues to move and improve to realise the Muhammadiyah organisation's objectives, namely the da'wah of Amar Ma'ruf Nahi Munkar.

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