

FORMATION OF STUDENT CHARACTER IN LEADERSHIP AND ISLAM AT THE ISLAMIC STUDENT ASSOCIATION OF THE COMMISSARIAT FIS UNIMED HMI DELI SERDANG BRANCH

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ABSTRACT

The Islamic Student Association (HMI), established on February 5, 1947, plays an important role in shaping character, instilling Islamic values, and building the spirit of student leadership. Through structured cadres such as Cadre Training I, II, and III, HMI aims to produce academic personnel based on Islam. This study examines the formation of character and cadre strategies in HMI Commissariat FIS UNIMED, especially in facing the challenges of low student interest, organizational stigma, and time management. The research uses a qualitative approach to Spradley's ethnography, involving observation and interviews. HMI's recruitment strategy includes the use of social media, regular discussions, social activities, and a personal approach. The week-long Cadre I training is a hallmark of HMI Deli Serdang Branch to instill organizational values in depth. Follow-up was carried out to strengthen the understanding of cadres. In conclusion, HMI Commissariat FIS UNIMED remains relevant as an organization for the development of Islamic students through structured cadres and innovative recruitment strategies that produce qualified cadres with a leadership spirit.

Keywords: *Himpunan Mahasiswa Islam, Character formation, Strategi Rekrutmen*

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Introduction

The Islamic Student Association (HMI) is an Islamic-based student organization that was founded on 14 Rabiul Awwal 1366 Hijri, coinciding with February 5, 1947 in Yogyakarta. The presence of HMI is a happiness for youth, especially Islamic youth, because this organization offers a forum for unity and has a wide network throughout Indonesia. Until now, HMI remains one of the influential student organizations (Azis, 2016).

HMI's extensive network is the result of an active cadre process carried out by its members. Cadre is considered the "heart" of the organization, which has a vital role in the sustainability of HMI. If the cadre does not go well, this can be a big challenge for the organization. The cadre process at HMI consists of three formal levels: Cadre Training I, Cadre Training II, and Cadre Training III. Each level of this training aims to instill organizational values and achieve the goals of HMI (Andi Kurniawan, Husaini, 2017).

In addition to formal cadres, HMI also carries out non-formal coaching programs to improve the quality of cadres as agents of change. Trainings such as Kohati training, instructor training, discussions, seminars, oration training, and leadership training are HMI's efforts to form the character of cadres who are insightful, mentally strong, and independent (Cipta & Riyadi, 2020).

To become an HMI cadre, a person must meet several requirements, such as having the status of an active Muslim student, and participating in the Cadre Training I. This training aims to strengthen Article 4 of HMI, namely forming academics, creators, and devotees who are based on Islam and are responsible for the realization of a just and prosperous society that is blessed by Allah SWT ((Hasdiansyah, 2017)).

However, HMI's journey in achieving its goals is not easy. This organization faces various challenges every year, including in the Commissariat of HMI FIS UNIMED which has been established for 33 years. This commissariat has experience in recruiting cadres and shaping the character of Islamic students, but is still faced with problems such as low student interest in the organization, difficulties in time management, and stigma related to the seniority system in the organization.

In fact, in accordance with Law Number 12 of 2012 Article 77 Paragraphs 1-3 concerning Higher Education, student organizations are a forum for the development of student talents, potentials, leadership, responsibilities, and character (Basri & Dwiningrum, 2020). Therefore, as an Islamic student organization, it plays a role in providing Islamic ideological education which is the basis for its cadres in organizing (Dimiyati, 2018).

Regarding the formation of the cultivation of Islamic values and leadership. As well as the challenges faced by HMI FIS UNIMED and the solutions provided by the management for these challenges, made the author interested in researching with the title Formation of Student Character in Leadership and Islam at the Islamic Student Association of the Commissariat FIS UNIMED HMI Cab Deli Serdang.

Methods

This research method uses Spradley's ethnography. This is explained by (Spradley, 1997) stating that the description of social science is based on observation, In dept interviews, and others. To express the original point of view. This is also said by qualitative research using an ethnographic approach is general research conducted in the field of social sciences, especially with *cultural settings*. Therefore, this study must be universally observed. The place of the research was carried out at the secretariat of the Islamic Student Association of the Commissariat of FIS UNIMED (Sugiyono, 2012).

The data analysis used is Spradley's analysis, namely: a. Domain analysis (to obtain universal data on the formation of the cadre of the Islamic Student Association at Fis Unimed). b. Taxonomic analysis (this describes the formation and inculcation of Islamic values to cadres). c. Component analysis (conducting separate elections regarding the cadre mechanism at HMI Fis Unimed). d. Theme analysis (concluding the formation of character and instilling Islamic values of HMI Fis UNIMED cadres).

Result and Discussion

Cadre Recruitment Strategy Among FIS UNIMED Students

The Islamic Student Association as one of the influential student organizations in Indonesia has high experience in terms of cadre recruitment strategies where the strategy continues to change according to the conditions of the times and the situation in the commissariats and their respective branches. According to Prahalad, strategy is a way to develop a plan that is up-to-date and continues to improve to determine the actions needed to achieve a targeted goal (Jemsly Hutabarat, 2006). Meanwhile, according to Dirgantoro, strategy is a tool to prepare a plan that is carried out in stages so that the goals that have been set are easy to achieve (Crown Dirgantoro, 2001).

It can be concluded that the strategy must be prepared and in accordance with the goals to be achieved, of course this must also be seen from the obstacles faced, and the situation in the field. This is done to make it easier for students to determine the recruitment strategy that will be carried out to attract students of the Faculty of Social Sciences, Unimed to participate in the Islamic Student Association Organization. Recruitment is a way to attract, invite, or invite others to join an organization according to their talent interests (Soetjipto, 2006).

Meanwhile, according to Flippo, recruitment is defined as a method to attract a person in a way that can arouse the interest of a person's talent so that he or she is encouraged to join or by using promising methods so that the person is really interested in joining (Justin, 2006). Therefore, the strategy determines the action of how to attract someone to join the organization that is offered.

The recruitment strategy carried out by the cadres of the Islamic Student Association at the Commissariat of Fis UNIMED, is as follows:

1. Active socialisation, cadres must be active in showing their existence as HMI cadres by actively participating in every campus activity such as scientific seminars, becoming senate candidates at the faculty to university levels, participating in competitions at faculties/universities and so on.
2. Social media, the management of the Islamic Student Association of the FIS UNIMED Commissariat must activate its social media optimally, such as sharing every organizational activity on social media for example Facebook, Tiktok, Instragam and other social media. Because social media is able to influence other people's thoughts, of course organizations must create interesting content.
3. Activating weekly discussions in the organization, this goal is certainly to shape the character of cadres and form cadre insights even stronger. In addition, discussions in certain places by raising the organization's flag, this is also one way to attract other students to join the Association.
4. Cadres must be active in social, educational, and spiritual activities, this is done as a form of cadre effort to introduce HmI through positive activities.
5. Personal approach, the management must take a personal approach to prospective cadres who have good potential for the organization, where this personal approach is expected to be able to invite a person who we consider to have special qualities, so that if he enters the organization. then the organization will get very good profits in the future.

Formation of Student Character of the Islamic Student Association of the Commissariat of FIS UNIMED

The formation of character in the Commissariat of the Islamic Student Association of the Commissariat of FIS UNIMED certainly has the same mechanism as the HMI constitution. However, in terms of the mechanism for character formation HMI FIS UNIMED has certain characteristics that

have become a tradition or identity of the HMI FIS UNIMED commissariat itself, the type of training carried out as a forum for character formation is:

1. Cadre Training I

The training of Islamic Student Association cadres is carried out based on the Ad/art of the Islamic Student Association which has been ratified in the congress of the Islamic Student Association. This constitution explains that a student who officially becomes a cadre of the Islamic Student Association must take part in *the basic training* level or cadre training I organized by the student organization of the Islamic Student Association (Nurtanto & Munandar, 2021).

Waldanu (Head of PTKP HMI Deli Serdang Branch) said that this training varies, there are branches that carry out this training for three days and there are also those who hold four days, but the first cadre training carried out by the HMI Deli Serdang Branch which is carried out by the FIS UNIMED commissariat is carried out for a week, this is a characteristic of HMI Deli Serdang Branch, because a week is the ideal time to form the character of the cadres of the Islamic Student Association (interview conducted on November 10, 2024)

Head of PPPA Commissariat Fis Unimed Taufik said that cadre training I must be followed by students who want to become cadres of the Islamic Student Association officially. The training was attended for a week at the Islamic Student Association Deli Serdang Branch, where during this week cadres were treated to mandatory organizational materials, namely: a. Basic Values of Struggle, b. History of the Islamic Student Association. c. Organizational Leadership and Management. d, HMI Constitution. e. Ideology and other additional materials, namely Islamic Ethics, Philosophy and others (interview conducted on November 11, 2024).

The training process of the Islamic Student Association involves several parties in it, namely the Deli Serdang Branch Training Management Agency which is responsible for the training process in the training forum, the responsibility of the training management agency is responsible for making the curriculum, the objectives of the training direction of cadre 1, and deconstructing the thoughts of the trainees.

This is a struggle to form the development of cadre character in accordance with the objectives of the Islamic Student Association Cadre Training I in the cadre guidelines whose content is "*the development of Muslim personalities with academic quality, aware of their functions and roles in organizing and carrying out their rights and obligations as cadres of the nation*".

It can be concluded that the cadre training I that was carried out was a training that already had a routine and standard guidelines from the Islamic Student Association organization. However, in practice, now many things are different in time, there are some branches that carry out for three to four days and some who carry out for a week. This certainly does not eliminate the essence of the purpose of the Islamic Student Association itself in cadre.

2. Follow Up

Follow-up is a process carried out to continue interaction with cadres who have participated in the first phase of training. The purpose of this follow-up is to strengthen the foundation of cadres by inviting them to discuss again about HMI materials. This

activity is intended for all HMI cadres, both new and old, to ensure a deep understanding of the organization's values.

Follow up is an important responsibility for every HMI administrator. Through this activity, HMI and Islamic values can be instilled more strongly in the cadres, so that they are more ready to contribute to the organization and society.

With the follow-up, the administrators were able to maintain the fighting spirit after Training One and the commitment of cadres to continue to tower high on HMI's goals. However, this is able to maintain the friendship between cadres and alumni of the organization, which this activity will involve some alumni to provide insight to the younger brothers of the organization.

The follow-up carried out at Hmi is also to follow up and evaluate the development of post-LK 1 cadres, such as the understanding of post-LK 1 cadres, cadre skills, and values that have been embedded in post-LK 1 cadres. This is seen to be maintained, and can develop the potential of cadres in the future to be better in accordance with HMI's ideals.

Therefore, follow-up is the most important element to develop cadre potential. and this activity can also strengthen and instill the values of HMI's struggle. so that they can monitor the cadres of the Commissariat Islamic Student Association at the Faculty of Social Sciences, UNIMED

Conclusion

The Islamic Student Association is a student organization based on Islam where HMI is a forum for shaping character, instilling Islamic values and forming leadership in its cadres. HMI has a long history and has a wide network in Indonesia. It remains relevant as a forum for fostering Islamic students who have a structured cadre.

The recruitment strategy of HMI Commissariat FIS UNIMED has been successful and can attract students with creative and innovative approaches, such as the use of social media, regular discussions, social activities, and individual approaches. It aims to introduce the organization's values effectively. Meanwhile, the training process of cadre I is also very important. Because this training is the starting door to instill the basic values of struggle, action management, organizational management, and Islamic ideology as a whole.

Therefore, a sustainable recruitment strategy at HMI FIS UNIMED is able to produce quality cadres, have a leadership spirit, and have a sense of responsibility for Islamic values. Although often HMI FIS UNIMED is faced with challenges such as low student interest in participating in the organization, and bad stigma against the organization. However, HMI FIS UNIMED is struggling to show its existence and commitment in shaping the character of students to be even better in accordance with the vision and mission of the organization.

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