

**PHENOMENON OF EDUCATIONAL CULTURE AND CADRE TRAINING OF ISLAMIC STUDENTS ASSOCIATION FIS UNIMED BRANCH HMI DELI SERDANG**

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**ABSTRACT**

This study aims to explore and analyze the phenomenon of cadre culture within the Islamic Student Association (HMI) at the Faculty of Social Sciences, State University of Medan. As the oldest Islamic student organization in Indonesia, HMI's cadre system is not only formal but also deeply rooted in ideological, symbolic, and spiritual values. The research employs a descriptive qualitative approach through case studies involving observation, in-depth interviews, and document analysis. Findings show that cadre formation in HMI FIS UNIMED is perceived as a process of ideological, intellectual, and spiritual self-development, transmitted through symbols, traditions, core ideological values, and continuous mentoring. Nevertheless, this process faces challenges such as decreasing student interest, weak leadership regeneration, and demands for digital adaptation. Despite these challenges, young cadres continue to innovate to ensure that cadre culture remains contextual and relevant.

**Keywords :** HMI, organizational culture, cadre formation, student movement, Islamic ideology

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**Introduction**

Organization student affairs is entity important in dynamics life campus . He functioning as receptacle for student For express idea , strengthen solidarity social , building leadership , and develop capacity intellectual outside activity formal academic . Among that's all Lots organization students in Indonesia, Association Islamic Students (HMI) is one of the organization external the oldest and most influential consistently print cadres intellectual and leader nation .

HMI was founded by Lafran Pane on February 5, 1947 in Yogyakarta, as response to dynamics Indonesian politics post independence as well as need will bridging organization between values Islam and nationalism . Organization This own objective main namely *the*

*development human being academics , creators and devotees who are inspired by Islam and responsible answer on realization public justice and prosperity that Allah SWT approves of* (Sabri, 2014) . In spirit that's how HMI spreads in a way national and have structure from The Central Board (PB) at the level center , Coordinating Body (BADKO) at regional level , Branch at district level city / district , and Commissariat as a basic unit which is usually standing in the faculty or university.

Commissariat Faculty Knowledge Social Affairs of Medan State University (UNIMED) is one of the HMI bases in North Sumatra which is active running the cadre process . The cadre process or cadreship in HMI is not just activity administrative , but rather is part from culture attached organization strong and become pulse main sustainability life organization . Cadre formation process This covers formal training such as *Cadre Training I* (LK I) and *Cadre Training II* (LK II), as well as ideological mentoring and other internal activities aimed at For print cadre militant , ideological , and ready contribute for society and nation .

However , along with developments and changes orientation generation young , the HMI cadre formation process is experiencing various dynamics . Challenges appear from the decline interest student For active organize , influence culture pragmatism campus , until digitalization that changes pattern communication and movement students . In the context of this is it , it's important For to examine How culture HMI cadreship at the level commissariat , especially in the Faculty Knowledge UNIMED's social , maintained , run , and inherited (Fadli et al., 2025) .

Study This aiming For to study in a way deep phenomenon culture cadreship in HMI FIS UNIMED Commissariat . Focus study covers meaning cadre towards the process of training , values ideology and tradition transmitted organizations , as well as challenges faced in guard continuity culture said . With approach qualitative , research This make an effort give contribution in understand practice cadre formation student based on mark Islamic ideology and Indonesianness in the contemporary era . Indonesia is one of them. is Set Student Islam Commissariat Faculty Knowledge Social Affairs of Medan State University.

## Methods

Study use method qualitative descriptive with technique studies case , there are subject study This is administrator Commissariat HMI FIS UNIMED, with use technique data collection using , observation , before do interview writer do observation Where observe model training conducted by HMI FIS UNIMED , interviews , namely interview administrator commissariat like chairman commissariat , head of division Cadre formation HMI , and Head of PTKP, and studies documentation done For strengthen research data in the form of photo . Data analysis use data reduction , describing the data obtained , data presentation is writer Already do selection of appropriate data and also the end result do withdrawal data conclusion (Sugiyono, 2012)

## Results and Discussion

### 1. Meaning Cadre formation in HMI Cadre Perspective and Its Implementation at FIS UNIMED

HMI cadres in general general to give meaning to cadreship as a process of formation self in a way ideological , intellectual , and spiritual. This process No just stages administrative For obtain membership status , but is step beginning in to tread journey long as human being a warrior who breathes Islam and thinks progressive . In the context of interviews conducted with cadres active HMI FIS UNIMED Commissariat , cadre training — especially at the Cadre Training I (LK I) stage — is understood as experience transformative that opens awareness they about identity as student Muslim at a time agent change social (Hasdiansyah, 2017) .

At the ideological level , cadre formation at HMI FIS UNIMED instills values base HMI's struggles are summarized in *Core Values of Struggle (NDP)* . Core Values of Struggle (NDP) This covering independence , Islam , Indonesianness , science , and not quite enough answer social . In activities such as LK I and internal discussions after cadre formation , values This No only taught , but also internalized through reflection , discussion critical , and simulation leadership . Cadres are

invited For think about repeat the relationship with God, society , and state, as well challenged For to criticize reality social with progressive Islamic perspective (Nurtanto & Munandar, 2021) .

In general intellectual , cultural Cadreship at FIS UNIMED was realized through tradition discussions , mentoring, and regular study forums . Activities This become room for cadre For practice logic think , compose arguments , and sharpen sensitivity to issues socio-political . For example , in the program " Discussion Friday Afternoon", cadre accustomed to read article scientific , convey opinion , and dialectic in a way open . This is in harmony with HMI's vision for print human being academic capable think critical and solution-oriented .

According to Saparudin as Head of PTKP HMI FIS UNIMED on the spiritual side , cadreship at HMI FIS UNIMED is accompanied by with habituation of worship and guidance spiritual activities like *the tahsinul qira'ah* , regular recitation , and reflection Islamic values become an integral part of the cadre formation process . With Thus , the spiritual development of cadres No separated from activity ideological and intellectual , but rather become foundation main formation morals and character ( interview) conducted on June 23, 2025) .

Culture militancy and loyalty to organization is also reflected in routine cadre post -LK I. Many cadres who voluntary involved in committee , activities social , even advocacy campus , although without material rewards . Phenomenon This show that values cadre formation capable Motivate cadre For fight in a way consistent , even though faced with challenges like academic , pressure social , or lack of support external (Azis, 2016) .

In other words, the implementation culture cadreship in HMI FIS UNIMED is not stop at level ceremonial , but run in a way systematic and sustainable through formal and informal programs. Cadres are not only educated become organizational , but also directed For become thinker , leader , and servant people — as HMI's ideal goals since beginning its stance .

## **2. Tradition Symbolic and Internal Values Culture HMI FIS UNIMED Cadre Development**

Culture cadreship in Set Islamic Students (HMI) at the level commissariat , especially in the Faculty Knowledge Social Affairs of Medan State University, no only concerning the formal training process like Cadre Training I and II, but also reflects practice symbolic and ritualistic which has meaning deep for cadres and structure organization .

### **a. Element Symbolic in Culture Cadre formation**

Culture symbolic seen clear through use attribute organization like HMI flag , logo, jacket alma mater organization , and the HMI march that was sung in every opening and closing activities . Attributes This No just complement , but become symbol identity collective that strengthens the sense *of* belonging to organization .

Every activity cadre training , especially Cadre Training I (LK I), always start and end with official rituals organizations , such as reading paragraph holy Qur'an, welcome by instructors and alumni, and reading pledge cadres . This moment build atmosphere sacred and internalize that the cadre formation process No only activity organizational , but also form devotion to mission Islam and community (Cipta & Riyadi, 2020) .

In addition , the use of term typical in discussion like "*ideologization* " , "*human ideals* " , "*militancy* " , or "*mark base struggle (NDP)*" become symbol linguistics that differentiates HMI cadres from student normal . Language becomes part from symbol culture that strengthens bond ideological and clarifying orientation movement cadres (Wekke et al., 2016) .

## b. Inherited Values in the Cadre Process

In this process, there are a number of marks transmitted central in a way explicit and also implicit to cadre new:

- Independence: HMI cadres are taught to behave independently in thought and action, free from intervention power wherever. This is emphasized in discussion about HMI history and HMI's position as *an independent, inclusive, and non-partisan* organization (Nurtanto & Munandar, 2021).
- Islam Inclusive: Islam developed by HMI is inclusive in nature, moderate and open. In ideological forums, cadres pushed to see Islam not only from a doctrinal corner, but also as a system of universal values that uphold tolerance, social justice, and humanitarianism. At FIS UNIMED, this approach was implemented through study of social interpretation and reflection versus contextual (Justin, 2006).
- Faithfulness Structural: Loyalty to the organization's structure becomes an important part of cadre formation. In every mentoring and internal discussion, cadres emphasized the importance of structural discipline, appreciation of organizational hierarchy, and commitment to decision deliberation. This is seen from the active involvement of cadres in work programs, regular meetings, and organizational evaluations.
- Spirit Science: As human beings and academics, HMI cadres are directed to love knowledge and develop a critical outlook. Tradition, reading, writing, and discussing become something that is highly respected. At HMI FIS UNIMED, this was realized through *Intellectual Study Forum*, training to write opinions, and class thinking on Islamic and national figures.

## c. Reproduction Tradition in Continuous Process

The values and symbols mentioned above do not stop at formal training, but are reproduced in a way consistent in activity post-LK, such as weekly mentoring, NDP classes, and involvement in the work program organization. Alumni who have formerly undergone a process of training will become a mentor for cadre new, creating a cycle of sustainable and dynamic culture (Asmaroini, 2016).

Thus, the culture of HMI FIS UNIMED cadreship is not only life in documents and guidelines, but breathes in social interaction, symbolic tradition, and practical daily organization. This is what makes the HMI cadre process not just a temporary activity, but as a system of formation with a deep and rooted ideology (Basri & Dwiningrum, 2020).

## 3. Challenge FIS UNIMED Commissariat

Cadre formation in HMI is basically a complex process, because it is not only involving learning ideological, but also the formation of character, manner of thought, and spirit struggle. However, along with developments and transformations in social life among students, cadre training faces various increasing challenges that are complex and multidimensional (Andi Kurniawan, Husaini, 2017).

### a. Declining Student Interest to Extra-Campus Organizations

One of the most striking challenges faced by HMI— including FIS UNIMED Commissariat— is low student interest to join and be active in external campus organizations. This phenomenon is caused by:

- Pragmatism academic, namely orientation of students who only focus on formal academic achievement such as GPA, degree, or graduation on time, without seeing the importance of non-academic development capacity.
- Lifestyle instant, where students are more interested in activities that provide fast satisfaction like digital entertainment, social media, and a consumptive life style, rather than in organizations that need time, effort, and consistency.

At FIS UNIMED, the challenges This make cadre formation become more heavy Because recruitment member new tend stagnant . Prospective participants in Cadre Training I (LK I) often come from from circle limited , and many of them only follow activity as formal requirements , not Because awareness ideological .

### **b. Lack of Regeneration Quality Management**

Ideal cadres require sustainability , one of them through regeneration capable , militant and understanding administrators values base organization . Unfortunately , no all cadres who have follow LK I and activities post-cadre formation own commitment For continue struggle in a way structural . Some obstacles that cause weakness regeneration among others:

1. The lack of mentoring cadre post -LK I.
2. Trend cadre For focus on activities outside campus or the world of work beak time .
3. Fatigue ideological Because burden organization No divided evenly .

Condition This cause the occurrence " *cadre "concentrated on participants , minimal on administrators "* , which has an impact on not maximum work program commissariat .

### **c. Challenge Adaptation to Development New Technology and Thinking**

HMI is organization with history length and values strong foundation . However , one of the significant challenges is How still guard essence mark HMI's struggle while adapt with development of the times. Challenges This includes :

- a. transformation , where communication and education cadre must move from the conventional model ( face to face) face ) to digital approaches such as webinars, online forums, and social media content .
- b. Development global thinking , such as gender issues , justice social , change climate , and rights basic humans , which demands that HMI expands spectrum his discourse to remain relevant with issue contemporary student .

Some cadres at FIS UNIMED admit that that material cadre formation such as the Basic Values of Struggle (NDP) and the History of HMI sometimes Still delivered with old way is less contextual , so that difficult accepted by cadres new growth in the digital era .

## **CONCLUSION**

Culture cadreship at HMI Commissariat Faculty Knowledge UNIMED Social becomes an important pillar in guard existence and regeneration organization . Culture This No only to form member in a way structural , but also as means formation character and ideology . Although face challenge from inside and out , cadre formation still walk with effort adaptations made by the management commissariat . Culture cadre formation This become symbol HMI's strength as capable organization endure across time.

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