



Management Analysis of Leadership and Entrepreneurship Programs In Character Formation

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Abstrak

Tujuan penelitian ini adalah untuk mendapatkan data dan dokumen mengenai perencanaan, pelaksanaan, serta penilaian program leadership dan entrepreneurship dalam membentuk karakter siswa di Sekolah Alam Al-Fath Jambi. Sedangkan manfaat yang didapat dari penelitian ini adalah pihak Sekolah Alam Al-Fath Jambi mendapatkan bahan masukan dalam memperbaiki program pendidikan leadership dan entrepreneurship bagi siswa. Penelitian ini dilakukan pada bulan Oktober di Sekolah Alam Al-Fath Jambi yang beralamat di Jalan Donorejo No. 8 Kelurahan Pasir Putih, kecamatan Jambi Selatan, Kota Jambi. Metode penelitian yang digunakan dalam penelitian ini adalah penelitian kualitatif. Data dikumpulkan melalui wawancara dan observasi langsung. Dengan hasil penelitian ini di dapatkan bahwa pelaksanaan program Leadership dan Entrepreneurship diintegrasikan dengan metode pembelajaran melalui pengalaman, seperti kegiatan outbond yang menjadi wadah pengembangan karakter melalui pengalaman langsung. Keseluruhan, program ini tidak hanya memberikan keterampilan kepemimpinan dan kewirausahaan, tetapi juga membentuk karakter positif siswa sesuai dengan nilai-nilai akhlakul karimah.

Kata Kunci: Entrepreneurship, Karakter, Leadership dan Manajemen

Abstract

The purpose of this study is to obtain data and documents regarding the planning, implementation, and evaluation of the leadership and entrepreneurship programs in shaping the character of students at Sekolah Alam Al-Fath Jambi. The benefits derived from this research are that Sekolah Alam Al-Fath Jambi gains input to improve the leadership and entrepreneurship education programs for students. This research was conducted in October at Sekolah Alam Al-Fath Jambi, located at Jalan Donorejo No. 8, Pasir Putih Village, South Jambi Subdistrict, Jambi City. The research method used in this study is qualitative research. Data were collected through interviews and direct observations. The results of this research reveal that the implementation of the Leadership and Entrepreneurship programs is integrated with experiential learning methods, such as outbound activities that serve as a platform for character development through direct experiences. Overall, these programs not only provide leadership and entrepreneurship skills but also shape positive character traits in students in accordance with the values of akhlakul karimah.

Keywords: Entrepreneurship, Character, Leadership, and Management

Introduction

Education is a key element in shaping human personality. The role of education is not only focused on cognitive aspects, but also other fundamental aspects. Character, as one of these fundamental aspects, requires more intensive attention (Vhalery et al., 2022; Wahab, G &

Rosnawati, 2021). In an era of increasingly advanced technology like today, it is difficult to keep children away from potential negative influences that can damage students' morals, it is not surprising that society faces cases of students, such as brawls, theft, bullying, and other negative behaviors (Ali Akbar Alkatili et al., 2022; Bikar Juniagoro & Reni Rahmadewi, 2022; Sopiandi &

Susanti, 2022). Therefore, character education in schools is very important. Character education management, which includes planning, implementation, and assessment, must be designed in such a way that it is attractive and effective, so as to achieve the goals desired by the school.

Leadership crisis is another serious problem that needs to be addressed (Lim, 2010; Mayasiana & Hofia, 2022). Several important events have occurred, such as corruption cases in Indonesia that occurred between 2012 and 2014. The findings of the above research have an impact on party members, DPR employees, Ministers, and other stakeholders, such as those affected by corruption in the construction of the offshore wind power plant complex in Hambalang, Bogor, West Java, which has an impact on party members, supervisors, and employees. Other cases include the SIM corruption simulator that befell the police, the Bank Century case, and the employee tax case (Tambunan, 2021). This phenomenon is very disturbing and detrimental to the wider community. One of the right solutions to overcome the leadership crisis is to follow education and religion. A person with strong religious beliefs consistently lives a normal life without disturbance (Devid Saputra, 2020; Nurazizah et al., 2022; Unayah & Sabarisman, 2016).

In the world of education, character education is one of the important things to be taught to students from an early age. This kind of education is believed to be able to help students develop healthy emotional and spiritual development (Fauziddin, 2017; Sukirman, 2021; SURWATINI, 2017). In addition, leadership education plays an important role in preparing the future generation of the Nation's speakers to lead the world with high moral and character standards. The process of developing a person's character cannot be completed instantly, so it requires a long and almost continuous change. With good education, it is hoped that the young generation of the Nation will grow into individuals with noble morals and noble behavior (Kristina et al., 2021; Kurniawan, 2017; Permatasari et al., 2022). This is expected to help overcome the current national leadership crisis. Therefore, it is hoped that through managerial analysis, entrepreneurship, leadership, and self-development programs can be developed in accordance with predetermined goals. Al-Fath Jambi Nature School, one of the few educational

institutions that uses the sea as a medium of instruction, highlights the political crisis that is currently happening in Indonesia. To prepare students for the future, Al-Fath Jambi Nature School's education and training programs are centered on developing future leaders with the desired qualities, traits, and leadership qualities. The school's vision as a learning organization with a broad focus on the arts, sciences, and humanities, empties the commitment to educate the next generation of Ahlussunaah Wal Jama'ah, who will eventually become leaders in the fields of arts and sciences.

Al-Fath Jambi Nature School is very different from other formal schools. This school utilizes nature as a source of knowledge that can be learned by its students. Al-Fath Jambi Nature School is one of the best examples of character-based education. There are several interesting and unique programs offered by this school that encourage its students to continue their studies further. Therefore, the purpose of this study is to collect data and documents on how the managerial analysis of leadership and entrepreneurship programs affects the development of student character at Al-Fath Jambi Nature School. The benefit of this study is to provide a strong foundation for the administration of Al-Fath Jambi Nature School in improving leadership and entrepreneurship education programs for students.

Method

This research was conducted in October at Al-Fath Jambi Nature School located at Jalan Donorejo No. 8, Pasir Putih Village, South Jambi District, Jambi City. The research method used in this study is qualitative research. Qualitative research is a research method used to understand and explain phenomena in a deep and holistic way. It is usually used to explore understanding of the context, process, meaning, and views of people in certain situations (Nurhuda, 2022; Soleh & Arifin, 2021).

Interviews in the management analysis research on leadership and entrepreneurship programs aim to gain in-depth insight into how management practices are applied in the implementation of the program. Through direct dialogue with stakeholders, this study seeks to explore their understanding of the managerial aspects that influence the success of the leadership and entrepreneurship program, to then detail its impact on the development of leadership and entrepreneurial skills of program

participants, and Observation in the context of management analysis research on leadership and entrepreneurship programs is an important instrument to directly observe the dynamics of the implementation of the program. By observing the interactions between stakeholders, instructors, and participants, this study aims to gain in-depth understanding of the implementation of management strategies, possible obstacles, and their impact on the development of leadership and entrepreneurial skills in the context of the program being run.

In this study, the researcher used several data collection techniques to obtain comprehensive information. The interview method was used to obtain in-depth views from stakeholders, including program managers, instructors, and participants. In addition, direct observation was used to directly observe the implementation of the program, the dynamics of interaction, and factors that influence its effectiveness. Program documentation, such as training materials and activity reports, were also taken as additional data sources to provide further context regarding the management of the leadership and entrepreneurship program. The combination of these techniques allows the researcher to obtain a holistic and in-depth picture of the relationship between management practices and the development of leadership and entrepreneurship skills in the context of the program being studied.

Result and Discussion

The Special Curriculum, also called the local curriculum, is taught at Al-Fath Jambi Nature School. It consists of four main components: akhlakul karimah, philosophical knowledge, leadership (leadership), and entrepreneurship (entrepreneurship). The tenth unit of this curriculum is called the character education component. The term "curriculum" refers to the process of developing an educational program where all learning activities, whether based on the current curriculum or a specific curriculum created by a particular organization or group, are standardized (Devi Erlistiana et al., 2022; RUSMIATI, 2019; Setiyowati & Arifianto, 2020). The leadership and entrepreneurship program at Al-Fath Jambi Nature School is an important component of the character education offered at this school. The mechanisms of the leadership and entrepreneurship program at this private school include curriculum development,

student behavior, goal setting, methods, and resources that will be used in the course of the program. This banner is in line with the view. The Special Curriculum, also called the local curriculum, is taught at Al-Fath Jambi Nature School. It consists of four main components: akhlakul karimah, philosophical knowledge, leadership and entrepreneurship.

The philosophy of the establishment of Al-Fath Jambi Nature School raises the idea that everyone is a khalifah fil ardi, or a leader on earth. Therefore, Al-Fath Jambi Nature School includes a leadership program as an important part of the school's character education. This concept is in line with the goals of character education, which emphasize the importance of character education. This view recognizes that everyone has the ability to become a leader, and every leader must be responsible for their leadership (Murniyetti et al., 2016; Permatasari et al., 2022; Putry, 2019). This is in accordance with the teachings of the Prophet Shallallahu alaihi wassalam, which states that everyone is a leader and will be held accountable for their leadership. True leaders are not only able to take leadership positions, leaders can also be agents of change who work for the good, become independent, and benefit themselves and others. In accordance with the understanding of character values created by the Ministry of National Education, which includes freedom and responsibility (Andy, 2022; Dasmo et al., 2021). Being independent means that you do things on your own and do not rely on others to complete tasks. It also allows you to work together without burdening others too much. Although responsibility is an attitude in carrying out relevant tasks,

Based on the results of the interview with the principal, it was said that SDS Alam Al-Fath Jambi has a Leadership and Entrepreneurship Program that offers a holistic learning experience. The Leadership Program includes teaching practical leadership skills, educational trips, overnight stays, camping, hiking, internships, and various other activities. While the Entrepreneurship Program includes activities such as Cafree Day, Market Day, Live In, Science Fair, and others. The main objective of both programs is to shape the character of students who are independent, creative, disciplined, responsible, and able to work together. Key components of this program involve decision-making strategies, team development, innovation, planning, and HR management. The

implementation of management in this program occurs through a focus on developing students' leadership skills through real situations in leading an organization or starting an entrepreneurial business.

Although there are no obstacles or challenges faced in implementing the management aspect, the involvement of stakeholders such as teachers, parents, and students is very important. Most support this program, although there are some parents who are still hesitant about the class outing activity. This program significantly influences the development of students' leadership skills, providing an initial understanding of communication, decision making, teamwork, creativity, and innovation. In addition, this program also contributes to the development of students' entrepreneurial spirit by teaching creativity skills, problem solving, innovation, teamwork, and values such as perseverance and responsibility. Overall, this program plays an important role in the formation of positive character of students, producing individuals who are curious, creative, adaptive, and responsible. With a strong vision, mission, and school motto, SDS Alam Al-Fath Jambi is committed to producing students who are noble, intelligent, and have the soul of a leader. The last message is the hope that this school will be better known and succeed in forming leaders with character for the future.

The Leadership Program at Al-Fath Jambi Nature School has objectives that are in line with the concept of character education expressed by Saefudin, (2021). One of the objectives of this program is to educate and guide students to have good morals, towards pious people. This objective is in line with the idea that education should not only focus on improving the quality, process, and results of education alone, but also on the formation of character and noble morals of students as a whole (Akhmad, 2020; Julaeha, 2019; Julaeha et al., 2021). The Leadership Program at this school is not only about developing practical leadership skills, but also includes moral and ethical values, with the ultimate goal of forming pious students. The concept of good morals as the main foundation of this program helps students understand that true virtue lies in piety to Allah (Cosby, 2014; Syamsudduha et al., 2020; Syamsul, 2017). Therefore, through activities such as educational trips, overnight stays, camping, and others, this program not only creates skilled future leaders,

but also individuals who understand the values of goodness and piety. Thus, the Leadership program at SDS Alam Al-Fath Jambi not only produces students who are competent in leadership, but also forms good morals which are the main foundation for becoming a pious person, in accordance with the principle that true virtue lies in moral quality and piety to Allah.

The concept of independence is intended to build an entrepreneurship program, where students are expected to be able to meet their own living needs in the future without burdening or troubling others. Entrepreneurship is also taught to help others and oneself (Gondo et al., 2017; Mukarromah et al., 2023; Sadiyah et al., 2019). The main goal of the entrepreneurship program at Al-Fath Jambi Nature School is to help others. The concept of entrepreneurship is to improve the lives of others. Entrepreneurship can be defined as an attitude, soul, and ability to create something new and beneficial for oneself and others. This includes a mental attitude and soul that is always active, creative, empowered, creative, creative, and humble with the aim of increasing profits from the business being run (Hasan, 2020; Mekse & Arisena, 2016)

Entrepreneurship is not only aimed at making a profit; it also requires us to create products that are liked by everyone without harming them. In other words, to create goods that are attractive and safe to eat, creativity is needed. The concept of entrepreneurship teaches students at Al-Fath Jambi Nature School to be independent and help others. It also encourages them to be innovative and creative. The process involves warming up, implementing outbound activities, and reflecting or evaluating. The outbound method is used to develop oneself through a series of activities with psychomotor, cognitive, and affective aspects, which prioritize an experiential learning approach. Therefore, there is a relationship between character development and outbound activities, because these experiences contribute to character formation. The implementation of the entrepreneurship program is adjusted to the agreement of the homeroom teacher, can be done once a month or even once every two months, and includes the planning, production, promotion, and recording stages.

Evaluation of leadership and entrepreneurship programs is carried out through observation or discussion, similar to the evaluation of character education programs, according to the Ministry of National Education

(2011). This means that program evaluation of students is carried out through discussions and debates conducted by all teachers and includes encouraging active student participation in related activities. The assessment is carried out in accordance with the guidelines and indicators that have been included in the Al-Fath Jambi Nature School curriculum. Observations are carried out to measure student development in aspects of leadership and entrepreneurship, including communication skills, teamwork, innovation, and responsibility. The assessment process is not only carried out by teachers, but also involves all educational staff. The results of the observations and recordings then become the basis for designing improvements and enhancements to the program in the future. With the active participation of teachers and students, this assessment becomes more holistic and includes various perspectives to measure the effectiveness of the Leadership and Entrepreneurship program. In line with the principles of character education assessment, direct observation of student behavior is key to evaluating the achievement of program goals. This is in accordance with the concept that character can not only be measured from theoretical knowledge, but also from real practice and students' daily behavior. Thus, the assessment of this program provides a more comprehensive understanding of the development of student character at Al-Fath Jambi Nature School, referring to the values of akhlakul karimah which are the main foundation of education at the school.

Conclusion

Al-Fath Jambi Nature School uses the philosophy of science, entrepreneurship, leadership, and good morals as a form of character education. The arrangement of all learning activities, both based on the core curriculum and special curriculum created by the institution, is known as the management of this curriculum. The focus of the leadership and entrepreneurship program is to develop students who are innovative, independent, disciplined, and responsible. The planning of this program is based on the planning principles according to Stroner J.A.F, which include setting goals, creating achievement strategies, determining resources, and setting standards of success. The school's Leadership program emphasizes the philosophy of making humans khalifah fil ardi, or leaders on earth. This is in accordance with the objectives of character education, which aims to instill a spirit of leadership and responsibility in students as the next generation of the nation. The focus of the entrepreneurship program is to improve the lives of others by producing valuable and useful goods. This program is in accordance with the concept of entrepreneurship which includes an active, creative, and empowered mental and spiritual attitude. Outbound activities, for example, are examples of experiential learning methods that allow character development through direct experience. Overall, this program not only teaches students entrepreneurship and leadership, but also instills good character based on the values of akhlakul karimah.

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