

THE ROLE OF IPPNU ORGANIZATIONAL PROGRAMS AND ACTIVITIES IN THE FORMATION OF YOUTH CHARACTER IN PESURUNGAN LOR VILLAGE, MARGADANA DISTRICT, TEGAL CITY

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Abstract

The purpose of this research is to describe the role of the IPPNU organization's programs and activities, the strategies carried out by the IPPNU organization, the supporting and inhibiting factors, and the results of individual counseling services through the IPPNU organization's programs and activities in the formation of adolescent character. The approach used is descriptive qualitative. Data collection techniques used, namely interviews, observation, literature study, and the internet. When collecting data using reduction, presentation, and drawing conclusions. The research subjects were three people. The results of the study show that: 1) The role of the IPPNU organization's programs and activities in the formation of youth is quite good, because community activities have been held such as member loyalty periods (makesta), Islamic holiday commemorations, social services, etc., 2) Organizational strategy IPPNU in the formation of the youth character is carried out by the IPPNU management, namely by designing goals, planning programs, and evaluating program activities that have been implemented, 3) Supporting and inhibiting factors of IPPNU organizational programs and activities in the formation of adolescent character are caused by external and internal factors, 4) The results of the service to the three respondents have changed in character, apart from that the researcher helped provide services in the form of making a daily schedule the researcher also provided direction and motivation in the hope that the three respondents could solve problems that existed in themselves well and keep trying to correct mistakes properly. Based on the results of the research, it is suggested to IPPNU supervisors to be more motivating, fostering and supervising while the IPPNU organization is holding activities, IPPNU management is advised to give appreciation, sanctions, reprimands, and apply strictly to its members if they make mistakes and all administrators set a good example for their members .

Keywords: IPPNU organization, character building, individual counseling.

1 INTRODUCTION

As a millennial generation, teenagers must know and understand their own personal character. However, many people do not understand what character is. Character is a person's moral and mental qualities whose formation is influenced by innate and environmental factors. The potential for good character is possessed by humans before they are born, but this potential must be fostered through socialization and education from an early age. Character formation is an action that occurs without any further thought, because it has been embedded in thoughts and habits. The formation of the most important character is the internalization of values as part of the formation of one's personality. Character building must be done in two stages. The first stage is knowing morally which consists of moral awareness and reason, and determining an accurate course of action. The second stage is the moral feeling associated with doing something accurately.

Character formation is an action that occurs without any further thought, because it has been embedded in thoughts and habits. The formation of the most important character is the internalization of values as part of the formation of one's personality. According to Soekanto & Sulistyowati (2017: 74) "Character is described as a unique aspect of a person's fundamental personality (traits, character)". Character has the power to influence a person's quality of life because success, serenity, and happiness are all influenced by strong character and morals. The character of adolescents is greatly influenced by today's increasingly complex technology, therefore at their productive age they need character building in order to be able to distinguish what is good and what is bad.

One way that can change the formation of character in this case is to use individual counseling services. According to Prayitno (2017: 15) namely "Individual counseling is a process of providing assistance

carried out by the counselor to overcome a client's problem, so that the client can be better than before". Counseling services aim to help clients avoid problems in their lives, gain an understanding of themselves and their environment, and maintain and improve conditions and maintain their own health, especially mental health. There are two objectives of individual counseling, namely general and specific. The main goal of counseling is to help clients to change their behavior in a more advanced way. The independence and pleasure of individual life is achieved by carrying out developmental tasks as well as possible. While the specific goals of counseling vary depending on the problems faced by each person.

However, apart from character education and individual counseling, youth character building can also be done through non-formal activities, so organizations within the community can also shape the character of the surrounding youth, such as the IPNU-IPNU organizations. According to Ade Heryana (2021: 2), "Organization is a system where humans are interdependent or related to each other and form networks that mutually benefit one another". Organizations can be a place to seek insight and knowledge and new experiences. Especially for teenagers who are synonymous with character building, so that these teenagers can know and understand their goals for the future. Teenagers can develop their character to be better through their activities with the help of organizations at school and in the community. One example of a young women's organization in society is the Nahdlatul Ulama Girls Student Association (IPNU).

To form character in adolescents, it is necessary to carry out activities that can support character formation. Teenagers must participate in activities regularly so that good character can be instilled in them. Over time, they can do this independently and get used to the IPNU organization's programs. The IPNU organization of the Pesurungan Lor branch has carried out various activities including routine recitations, diba'an, yasinan, tahililan, training of cadres, and others. Teenagers will learn and process their education to obtain further information through these activities, especially teenagers. Recruitment activities often start from the lowest level, which is known as Makesta (Member Loyalty Period), and continue to the highest level, which is called Lakut (Main Cadre Training).

However, the researcher saw several members who arrived late when attending a series of activities held by the IPNU organization. However, apart from being late, there were also some teenagers who took actions that were not commendable, such as a lack of a sense of responsibility when getting assignments, frequent miscommunication with fellow IPNU students. This shows that some IPNU members (15%) lack discipline and responsibility, so the researcher wants to improve and evaluate the character building possessed by some IPNU members, namely in the form of discipline and responsibility through programs and activities that have been and will be scheduled in accordance with AD/ART.

2 METHODOLOGY

This study uses a descriptive qualitative approach, in which qualitative descriptive research is a research method that explains based on phenomena that occur in the field. Fadli (2021: 35) stated that "Qualitative research has descriptive characteristics and tends to use inductive analysis approaches, so that processes and meanings based on subject perspectives are emphasized in this qualitative research." The researcher chose a sample with three main respondents by taking from the most dominant and prominent attitudes and two reinforcing respondents. All of the population in the IPNU organization of the Pesurungan Lor branch is 37 people.

Subjects used in research as data sources are subjects from which data can be collected and used to produce opinions, accurate data, and data to be analyzed and studied. According to Ramli (2023:24): "There are two types of data sources, namely primary data sources and secondary data sources. Primary data sources are data taken from the first source in the field. While the secondary data source is the second data source after the primary data source. Primary data sources are data obtained from the first data source, or original sources as respondents and obtained directly in the form of field interviews conducted by researchers to individuals or respondents. The primary data source in this study were members of IPNU, Pesurungan Lor Village, Margadana District, Tegal City. Meanwhile, secondary data sources are data obtained from indirect sources, such as books, social media, scientific journals, and organizational administrators.

Data collection techniques used by researchers to obtain data are observation, interviews and documentation. The interview guidelines in this study aimed to obtain data through direct debriefing. The researcher conducted interviews and observations at the respondent's house and the researcher also conducted interviews with the people closest to the respondent because they needed data from the

people closest to the respondent so that the data obtained could be verified and in accordance with the circumstances. The author uses data analysis steps such as a quote according to Rijali (2019: 85), namely "Data collection, data reduction, and data presentation".

3 RESULTS

The results of this study were adapted to the research objectives, namely 1) To describe the role of the IPPNU organization's programs and activities in the formation of the character of youth, 2) To describe the strategies carried out by the IPPNU organization in the formation of the character of youth 3) To find out the capabilities of the IPPNU organization's programs and activities to help or hindering the younger generation in developing positive character, 4) To find out about the results of individual counseling services through IPPNU organizational programs and activities in the formation of adolescent character.

3.1 The role of the IPPNU organization's programs and activities in forming the character of youth.

IPPNU's role in forming the character of the members has been good, and of course with the programs and activities that have been prepared by the IPPNU management. Programs and activities that have been carried out by the IPPNU organization include routine activities, grave pilgrimages, yellow book studies, makesta, monthly evaluations, and so on. With these programs and activities it is hoped that they can make and improve the personality of IPPNU students in a better direction and have a hanif spirit.

The results of interviews with IPPNU management, namely the IPPNU organization in Pesurungan Lor, is a place for young women to use their free time for positive activities, because social activities have been held such as donating to people in need, holding cleaning activities, and so on. The IPPNU management has attempted and provided activities that can train IPPNU members in character building, these activities are in the form of routine activities which are held twice a week, these activities are also combined with evaluations so that members and administrators can speak according to their opinion.

In addition to cultivating religious character, the IPPNU Pesurungan Lor branch also instills social character for its members. The social character includes conflicts that occur in society, and planting like that is also good for the formation of personality traits that are sensitive to the environment. So that it can make members or cadres who can socialize properly and politely. According to the researcher himself, the role of the IPPNU program and organizational activities has proven that this role is already good in forming religious and social character and of course being obedient, according to norms, and having good morals. Do not forget that each routine activity also contains material presented by presenters with different themes, from these themes it can make teenagers' mindsets better in living life.

The character building carried out by IPPNU in the Pesurungan Lor Subdistrict puts forward Muslim personalities who are obedient to religion, while also developing the potential that exists in IPPNU members or cadres. Instilling religious values is also a way to fortify IPNU members or cadres in living life in the current era of globalization. According to Sri Mulyani (2022:45) "IPPNU plays a role as a bridge in exploring and developing talents and potential within and broadens the scientific insights of students by holding activities, and IPPNU has an additional related role in the world of education, especially Islamic religious education."

In cultivating a religiously devout personality, one of IPNU's goals is to produce Ahluunah wal jamaah (NU) cadres who are religiously devout and useful to the nation and state. For this reason, it is very good if there are trainings aimed at forming the personality of adolescents in accordance with the Islamic principles of the Ayah Sunnah Waljamaah (NU). One way to develop the potential that exists in IPPNU members is training to create a good generation in life, not only about religion but also training such as public speaking training. One of these trainings is to develop the potential of IPPNU members in the Pesurungan Lor branch.

3.2 The strategy carried out by the IPPNU organization in forming the character of youth.

The strategy carried out by the IPPNU management of the Pesurungan Lor branch in building the character of its members is to carry out 4 stages. The first stage is the formulation of the vision and mission, the second stage is the formulation of the work program in accordance with the Statutes and Bylaws (AD/ART), the third stage is the implementation of activities in accordance with the work program

that has been made, and the last stage is conducting an evaluation after holding activities and in each activity.

The results of interviews with the IPPNU board were by implementing a strategy in the form of holding religious activities, and holding outreach in the form of providing material on morals, aswaja, and women's fiqh. However, the management also held other activities such as makesta, local pilgrimages, routines, public speaking training and also held activities to invite coaches, heads of IPPNU city branches and sub-branches in order to provide input or suggestions for further activities, because this evaluation is also good for youth who take part IPPNU organization

With the strategy that has been planned, in the future young women will be produced who have noble character in the form of responsibility, discipline, and concern for the surrounding community so that they are able to influence community development effectively and are able to make correct judgments.

Strategy is the effort of a group to achieve a target that has been expected and planned. Strategy in the organization can be a bridge to facilitate the continuity of planning, implementation and achievement of goals. Each stage requires a mature and thorough strategy and design, because to get the best results in each activity and ensure that the planned changes are successful.

The stages of the strategy carried out by the IPPNU organization. The preparation of the strategy in the first stage which includes setting the vision, mission, and goals is carried out in discussion with all members in an effort to reach an agreement, the second stage is by planning activities to create a work program under the direction of the chairman, the third stage is by implementing a work program of weekly, monthly, and annually, the fourth stage of assessment or evaluation is carried out after holding activities to determine the level of success or deficiencies during the implementation of the work program.

An organization certainly has a plan that is manifested in action to achieve the goals that have been set. To determine whether there is an increase or decrease in change within the organization, it is very important to use this strategy. The strategies through socialization and activities carried out by the IPPNU organization of the Pesurungan Lor branch in character building are as follows: 1) Weekly activities such as: Routines, Grave pilgrimage, Study of the yellow book, 2) Monthly activities, such as: Monthly evaluation, Public speaking training, 3) Annual activities, such as: Makesta Meetings of members or branch conferences.

3.3 Supporting and inhibiting factors in forming the character of members.

In implementing IPPNU programs and activities in character building, of course there are many supporting and inhibiting factors when the activities will be or are taking place. As the results of interviews with respondents regarding supporting factors come from support from peers to join organizations it is also necessary, especially from self-will besides that parents always support their daughters to develop their potential or develop a mindset to advance their daughters in seeking knowledge and becoming teenagers who are Muslim or noble personality. Because a child needs the most important support, especially from parents, because parents can often monitor the progress of their children directly. In addition, the supporting factors when the IPPNU organization carried out activities came from the enthusiasm of members, coaches and the community. Because the relationship between the IPPNU organization and the coaches and the community is quite good, and the community often helps in material and physical form when the IPPNU organization will carry out an activity, as well as the IPPNU organization will provide good efforts for the surrounding community.

In addition to the inhibiting factors experienced by the respondents because of their different backgrounds and activities, the respondents still remained and wanted to survive in the IPPNU organization, although sometimes they still felt reluctant or lazy. Meanwhile, the inhibiting factors when the IPPNU organization carried out activities came from members, such as delays by members at each event which made time use less efficient, frequent miscommunication between administrators and members and vice versa, lack of a sense of care and responsibility that had been mandated. So that this makes the management often carry out evaluations in the hope of minimizing unwanted things.

The IPPNU organization realizes that they cannot stand alone if there is no good relationship with the surrounding community. In the slightest activity, they definitely need support from them in the form of energy, thoughts, material and non-material.

Of course, there are many elements that help as well as hinder the process of implementing the work program and building the character of IPPNU members. These factors can appear in the direction of

coming from oneself, administrators, members and the surrounding environment. The factors that can become an influence are: 1) own organizational factors, 2) environmental factors, 3) individual activity factors. According to this theory, within the IPPNU organization there are many driving and inhibiting elements. First, the IPPNU organization must first decide on several things, including the vision, mission, and goals, which can be seen from the elements of the organization. Deliberations are used to make decisions and set visions, aims and objectives to have a positive impact on the business and reduce divisions. Second, from an environmental point of view, the Nahdliyin community surrounds the IPPNU branch in Pesurungan Lor, making it easier to coordinate with the community and speed up the implementation of the work plans that have been planned. Third, individual activities in this context refer to organizational leadership and members' diverse backgrounds. It is a challenge to participate actively and systematically in the discussion. The researcher added about the inhibiting and other supporting factors, such as the inhibiting factor regarding the lack of enthusiasm in gatherings or events, and the supporting factors, namely the existence of the Pesurungan Lor Village hall which is useful for discussions, gathering and holding other events.

3.4 Results of individual counseling through IPPNU organizational programs and activities in character building.

Researchers have conducted individual counseling to the three respondents through three meetings. Researchers have also found the problems and constraints experienced by respondents. As explained in the findings of the researchers above, each respondent had different problems that they experienced when they joined the IPPNU organization. The researcher also took respondents based on what the respondents saw directly, in which the attitude of the respondents was very prominent among other IPPNU members, and the researchers also obtained advice from the IPPNU organizational management regarding the problems experienced by the three respondents.

LE	Respondents experienced problems often experiencing delays when attending an activity arranged by the IPPNU Pesurungan Lor branch. In this way the researcher helps LE in managing the time for activities that LE hopes to discipline her own activity time.
FIS	The second respondent experienced a problem namely lack of responsibility, more precisely, often delaying work, such as being responsible for delivering letters to colleagues and the community in attending activities carried out by IPPNU, but FIS postponed the work on the grounds that he could not prioritize his activities. So researchers want to help FIS to set priorities for their daily activities.
NA	The third respondent experienced the problems experienced when joining the IPPNU organization, the problem the respondent experienced was regarding miscommunication with other colleagues. However, the miscommunication experienced by NA occurred due to a lack of understanding of the context or the task being carried out by NA, so this became a misunderstanding and created an awkward situation between one another.

Individual counseling services are present not only in the realm of education, but individual counseling can also be present outside the realm of education which is expected to contribute to changing the behavior of someone who is experiencing problems in a better direction. In this study, there were service results experienced by respondents, namely the first lack of attitude of delaying work or being responsible and disciplined on time. To get used to someone in a disciplined and responsible attitude certainly requires support to always remind him of his daily schedule. Especially if they are still in their teenage years which are quite unstable, therefore the researchers help respondents to make their daily schedule. It is expected that respondents can carry out their daily activities without rushing. The daily schedule also functions for one's time management, because it can reflect a person's personality by looking at the behavior that he or she does, besides that the respondent must also be firm, even to himself. Like being firm to finish what work should be done so it doesn't harm yourself and doesn't make you regret. Second, miscommunication. There are many causes of miscommunication experienced by someone, such as not understanding the point of the conversation, assumptions, unclear instructions, poor communication skills, and poor hearing. This can lead to misunderstandings, sub-optimal

performance, and loss of trust. Minimizing miscommunication within the organization can be done by improving communication with colleagues, being a good listener, asking informants for explanations, and also stopping assuming.

In three meetings during individual counseling, the respondent has begun to see the changes he is experiencing, namely: the respondent has begun to respect and be punctual, begins to discipline himself, learns about the importance of a sense of responsibility, and tries to understand when the respondent is having a discussion if he does not understand, the respondent it will ask directly to the source. Researchers provide counseling services to respondents so that they have the ability and expertise in solving problems while finding the best solution or providing counseling services to students, making strategies in dealing with various problems. This service has several functions, one of which is the repair function. The repair function is a service that will result in solving or overcoming various problems experienced by respondents or clients. This is equivalent to improving the character of IPPNU students, namely being able to improve character which in turn creates positive emotions and has the potential to make them IPPNU students who are dignified, able to use positive emotions, and behave according to social rules and norms.

4 CONCLUSIONS

First, the role of the IPPNU organization's programs and activities in the formation of youth is quite good, because activities have been held in the Pesurungan Lor Village community such as mutual cooperation activities, isra mi'raj, commemoration of the Islamic new year, social services, and others. The management and members are good enough, but there are some who still have problems caused by themselves. This can be seen in both formal and non-formal activities. The two strategies carried out by the IPPNU management are by designing goals, planning programs, implementing programs, and evaluating program activities that have been implemented. So that this strategy is implemented to help members to have good morals, be disciplined, be responsible, have positive values for society, and make themselves develop into a better personality. The three supporting and inhibiting factors are caused by several things, namely from within oneself, encouragement from peers' families, as well as from the surrounding environment such as the community, village officials, and other mass organizations. This is quite a major factor influencing both supporters and obstacles in the process of implementing IPPNU's programs and organizational activities. The four results of the service from the three respondents have changed in character, because apart from helping the researchers provide services in the form of making a daily schedule or daily schedules the researchers also provide direction and motivation in the hope that the three respondents can solve problems that exist in themselves well and keep trying to correct mistakes -fault well.

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