

**ORGANIZATIONAL MANAGEMENT OF THE STUDENT EXECUTIVE
BOARD OF STIBA AR-RAAYAH SUKABUMI**

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Abstract

Skills in guiding and directing an organization are needed to achieve the expected goals. So organizational management in the Student Execution Body is present in educational institutions with a boarding background at STIBA Ar-Raayah. The purpose of this study was to describe the organizational management of the STIBA Ar-Raayah Student Executive Board as well as the supporting and inhibiting factors in implementing the program. This study uses a qualitative descriptive method. The results of the study stated that the organizational management of the STIBA Ar-Raayah Student Executive Board went through several processes. First, the planning of the work program design is carried out at the beginning of the term of office by involving the vice chairman of the student affairs section and all BEM members. Second, organizing carried out after the BEM chairman and his deputy were elected by determining the heads of various divisions. Then the head of BEM has full rights in organizing the members of each division, by recruiting members. Third, implementation begins with conveying the vision to all division heads. Fourth, supervision is carried out in two directions, the first is from the BEM supervisor, the second is supervision by the BEM president and his staff on the performance of its members. Then the BEM work program evaluation is held once a month through monthly meetings. Things that support the ongoing management of the BEM STIBA Ar-Raayah organization are the existence of an organization in one area and good communication between the head of BEM and all levels of division heads and their

members. However, communication with BEM members was considered rather difficult. This is caused by the difficulty of finding free time because of the dense student activities. Keywords: BEM; Management; Organization; STIBA.

Abstrak

Keterampilan dalam membimbing dan mengarahkan suatu organisasi sangatlah diperlukan untuk mencapai tujuan yang diharapkan. Maka manajemen organisasi dalam Badan Eksekutif Mahasiswa hadir dalam lembaga pendidikan berlatarbelakang asrama di STIBA Ar-Raayah. Tujuan penelitian ini adalah untuk mendeskripsikan manajemen organisasi Badan Eksekutif Mahasiswa STIBA Ar-Raayah serta faktor pendukung dan penghambat dalam mengimplementasikan programnya. Penelitian ini menggunakan metode dekskriptif kualitatif. Hasil penelitian menyatakan bahwa manajemen organisasi Badan Eksekutif Mahasiswa STIBA Ar-Raayah melalui beberapa proses. Pertama, perencanaan rancangan program kerja dilakukan di awal masa jabatan dengan melibatkan wakil ketua bagian kemahasiswaan dan seluruh anggota BEM. Kedua, pengorganisasian dilakukan setelah terpilih ketua BEM serta wakilnya dengan penentuan ketua berbagai divisi. Kemudian ketua BEM memiliki hak penuh dalam pengorganisasian anggota setiap divisi, dengan mengadakan perekrutan anggota. Ketiga, pelaksanaan diawali dengan menyampaikan visi ke semua ketua divisi. Keempat, pengawasan dilakukan dengan dua arah, yang pertama dari pembina BEM, yang kedua adalah pengawasan yang dilakukan presiden BEM beserta jajarannya atas kinerja anggotanya. Kemudian Evaluasi program kerja BEM diselenggarakan setiap satu bulan sekali melalui rapat bulanan. Hal yang mendukung berlangsungnya manajemen organisasi BEM STIBA Ar-Raayah adalah keberadaan organisasi dalam satu kawasan serta adanya komunikasi yang baik antara ketua BEM dan seluruh jajaran ketua divisi serta anggotanya. Namun, komunikasi dengan anggota BEM dianggap agak sulit. Hal ini disebabkan oleh sulitnya mencari waktu luang karena padatnya kegiatan mahasiswa.

Kata kunci: BEM; Manajemen; Organisasi; STIBA

INTRODUCTION

In the realm of life, humans will not be separated from a binding rule in the social environment, so organizational management which is part of social life is interesting to be used as a study, including in articles, books, journals and online media. The statistics for the last ten years from 2012 to 2022 show that there are around 271,000 papers that discuss organizational management (Schoolar, 2022). It cannot be denied that the study of organizational management is interesting to discuss because of its role in social life as forming good coordination between divisions or individuals; forming more effective resource performance through providing a sense of security and unity among employees; creating a peaceful and positive work environment; motivating employees to work with a sense of responsibility; achieving the company's main goals in the most efficient ways through the formation of resource character (Duniapcoid, 2022).

In some literature it is explained that management is a process or framework, which involves guiding or directing a group of people towards organizational goals or purposes real (Terry et al., 1996) Among the articles related to organizational management is a study by Hendri Hermawan Adinugraha et al entitled "Campus Organizational Management in the Era of the Covid-19 Pandemic (Study on UKK KSR-PMI Unit IAIN Pekalongan)", this study aims to describe the process of organizational management in during the Covid-19 pandemic (Adinugraha et al., 2020). Then the article entitled "Management of Youth Organizations", Heinrich Saneba et al., aims to find out how to empower youth by implementing youth organization management. (Saneba et al., 2021). Another article was written by Muhammad Syukran et al with the title "The Concept of Organization and Organizing in the Realization of Human Interests", which aims to describe the concept of organization and organizers in realizing human interests (Muhammad Syukran, Andi Agustang, Andi Muhammad Idkhan, 2022). In this article the author presents a discussion of the Organizational Management of BEM STIBA Ar-Raayah Sukabumi, in its presentation like the previous article discussed four important points in organizational management, namely: planning, organizing, implementing and supervising. The author in this study is slightly different, because the object under study is an organization that is in the environment of an Arabic-language ma'had or Islamic boarding school, which of course there will be some characteristics of this hostel-based organization.

In educational institutions in the pesantren environment, in the process, actors or participants in educational institutions will never be separated from dimensions as organizational beings. Organization for students is one of the provisions for *soft skills* apart from the education provided on campus. In student organizations, students are provided with a provision in life such as how to manage time and manage time between activities on campus and organizations. In addition, in student organizations, students also gain experience and new relationships from both inside and outside the campus. Equally important is that students' public speaking becomes more honed when students take part in activities within organizations compared to students who do not take part in organizational activities (Adinugraha et al., 2020). As is the case at the High School of Arabic which is located in Sukabumi district, Java In the West, there are student organizations under the auspices of the STIBA Ar-Raayah foundation with an axis for the

interests of students who live in dormitories. Called *Jam'iyah Thullabiyah* or said to be the Student Executive Board, this organization has a role in helping various student activities at STIBA Ar-Raayah and receiving the aspirations of all students which are conveyed directly (Ibrahim, 2022).

Based on the description above, the writer is interested in examines more deeply the management of student organizations with the title "Organizational Management of the STIBA Ar-Raayah Sukabumi Student Executive Board." The purpose of writing includes two things: First, to study the organizational management of the STIBA Ar-Raayah Student Executive Board in terms of planning, organizing, monitoring and evaluation. Second, to find out the factors that hinder the organizational management process of the STIBA Ar-Raayah Student Executive Board.

RESEARCH METHODE

In this study using a type of qualitative research. which aims to understand a phenomenon in a natural social context by prioritizing a process of in-depth communication interaction between researchers and the phenomena studied based on the problems and objectives in the research entitled Organizational Management of the Executive Board of STIBA Ar-Raayah Sukabumi which includes: planning, organizing, implementing and supervision also regarding the inhibiting factors of the organizational role of the STIBA Ar-Raayah Sukabumi Executive Board. Data collection techniques were carried out through interviews and documentation studies. The informants of this research are the Student Executive Body Advisors and the President of BEM STIBA Ar-Raayah Sukabumi.

RESULTS AND DISCUSSION

Management comes from the English "*management*" which means "*management, governance, management.*"(Echols, 2005). Management is also said to be the skill of guiding and directing what is done carefully to achieve the goals that have been set. By applying an appropriate management system, the management benefits of each of these systems will be realized. (Akhsan, 2016). Meanwhile, an organization has the meaning of a group of people (2 or more) who are formally united in a collaboration to achieve predetermined goals. Organizations are also closely related to management and work

procedures because the organization as a whole or as a whole requires management to regulate work system (Maftuchah, 2020). One of the human dimensions is as an organizational being. He is known as an organizational being because from birth humans cannot live alone without the help of others (Rachman, 2015). In an organization, management is a process for completing a job in order to achieve organizational goals efficiently with and through other people (Hidayatulloh et al., 2018). Organizational management is a process of planning and organizing and controlling the resources of an organization with the intention of achieving organizational goals (Duniapcoid, 2022).

One of the campus organizations that oversees several divisions at STIBA Ar-Raayah is *Jam'iyyah Thullābiyyah*, known as BEM (Student Executive Body). BEM Arrayah is not like campus BEM in general. Besides not having a DPM (Student Representative Council), they also don't have a focus on political issues (*political watch*). Purely only as *an event organization* and *student advocacy*. (*Kehidupan Di STIBA Arrayah Sukabumi*, 2017). BEM STIBA Ar-Raayah was first formed in 2012 (Ibrahim, 2022) when STIBA Ar-Raayah was just established (Tegarazmi, 2019). The term of office for the 2022/2023 period starts in June with the election of Fikri Haikal Ibrahim as student president and Miqdad Ash-Shiddiq as his deputy. The general election was attended by all STIBA Ar-Raayah students.

Planning

Planning contains something that is important in the organization, planning as a reference and basis in carrying out an activity within the organization. Planning generally contains goals, forms of activities and what will be obtained in the activities carried out. To achieve the desired goals, planning becomes the main and important thing in an organization. Without a plan, there is little chance of the organization achieving the stated goals (Adinugraha et al., 2020).

According to BEM President Fikri Haikal Ibrahim, the work program design was carried out at the beginning of the term of office by involving the vice chairman of the student affairs section and all members of BEM. In this case the principle of deliberation is applied by receiving input from all members of each division (Ibrahim, 2022).

Organizing

According to Alfred D. Chandler, stated that the structure is an organizational design, through that design each organization carries out the administration of two things;

first, lines of authority and communication between *administrative offices* and *officiers*; and *second*, lines of authority and communication that show how data and information should flow. They see the organizational structure as a description of two things, namely; First, organizations are grouped into sections or divisions. Second, within the organization there is a division of tasks between people or sections to carry out organizational work. The first mentioned is the container or position, while the second mentioned is the task, function and authority. Containers, tasks, functions and authorities are systems that function to carry out organizational management. The whole system or management will function when driven by people or personnel. Because of that organizational design describes the container (section), division of tasks (functions and authority), as well as the human resources that run it (Agus, 2016).

After the election of the BEM chairman with predetermined criteria, the elected chairman and his deputy determine the head of each division from several names proposed by the old chairman and its members. The Head of BEM has full rights in organizing the members of each division, by recruiting members through registration for interested students with predetermined conditions (Ibrahim, 2022). There are 16 divisions entrusted with various responsibilities, namely *Qism Nasyath* (Events division); *Qism Shihhah* (health department); *Qism Nadzhofah* (cleanliness division); *Qism Masjid* (mosque division); *Qism Siqoyah*; *Qism Riyadhoh* (sports division); *Qism Math'am*; *Qism Dakwah*; *Qism Hirosah* (division); *Qism Maktabah*; *Qism Ittishol*; *Qism Hilaqoh*; *Qism Lughoh*; *Qism Electronic Dakwah*; *Qism Amanah*; *Qism Funun*. (Murni, 2022). At the beginning of his position These division heads will take part in basic leadership training to provide them with future mandate. (Ibrahim, 2022)

Implementation

Terry in (Sukarna, 2011) reveals that implementation is an effort to motivate all group members to try hard and sincerely and in accordance with planning organizing from the leadership. The definition above provides an explanation that the achievement of policies depends on all members of the management team moving from the top, middle, and bottom levels. All activities must be managed with the consideration that activities that are not managed will waste energy, money, time and resources resources, which is a waste of *management tools* (Terry et al., 1996).

The success of activities within the organization cannot be separated from the contributions of members from each affected organization, (Saneba et al., 2021) in this case the BEM organization involves all division heads and their members in an effort to realize the work plan that has been prepared. As for the initial action in this implementation, namely by conveying the vision to all division heads so that it becomes a reference when carrying out all of their programs during their tenure by reviewing the program in each division in terms of its successes and failures. The vision is to make BEM a means of strengthening brotherhood among students and a means of serving the university and the entire academic community within it. Then the mission is: to strengthen the relationship between university leaders and lecturers with their students; strengthen fraternal relations between the students themselves; accustom students to be responsible in the future; educate students about voluntary work and sacrifice (Ibrahim, 2022).

Supervision

Controlling is an activity in assessing a performance based on standards that have been made changes or improvements if needed. Activities in this control function are for example: evaluating success in the process of achieving goals and targets following predetermined indicators, taking steps to clarify and correct deviations found, providing alternative solutions to problems that occur in achieving set goals (Rosyidi, 1988).

Supervision or control according to Robbins is a management function that involves monitoring activities to ensure that they have been achieved as planned and correct any significant deviations. As for the form of supervision in this organization, there are 2 directions, the first is from the BEM Supervisor on the performance of the division responsible, this supervision is carried out directly or indirectly. Direct supervision is carried out by going into the field to observe the progress of the BEM work program from each division or by receiving direct reports from several persons in charge of programs that are slightly constrained or problematic. Meanwhile, indirect supervision is carried out in writing in the form of work reports for all divisions of the organization every month (Murni, 2022).

The second is supervision carried out by the President of BEM and his staff on the performance of its members. Evaluation of the BEM work program is held once a month with monthly reports from each division and meetings to discuss programs that have been realized and work programs that have not been implemented and will be

realized in the coming months (Ibrahim, 2022). In this meeting, the BEM supervisor did not participate, but it has been planned that a work evaluation meeting will be held with the supervisor (Murni, 2022).

Supporting and Inhibiting Factors in Organizational Management of BEM STIBA Ar-Raayah

Things that support ongoing management of the BEM STIBA Ar-Raayah organization are the existence of an organization in one area and good communication between the head of BEM and all levels of division heads and members, so that cooperation can be realized. Another factor is the existence of campus support to realize work programs in the form of material and non-material, event venues, permits, activities, funding and others.

However, even though this organization is in the same area, communication with BEM members is considered rather difficult. This is caused by the difficulty of finding free time because of the dense student activities (Ibrahim, 2022). And as stated by the BEM supervisor, the thing that is prioritized at STIBA Ar-Raayah is learning, while student participation in various organizations is something that cannot be prioritized (Murni, 2022).

CONCLUSION

The organizational management of the STIBA Ar-Raayah Student Executive Body goes through several processes. First, the planning of the work program design is carried out at the beginning of the term of office by involving the vice chairman of the student affairs section and all BEM members. Second, organizing carried out after the BEM chairman and his deputy were elected by determining the heads of various divisions. Then the head of BEM has full rights in organizing the members of each division, by recruiting members. Third, implementation begins with conveying the vision to all division heads. Fourth, supervision is carried out in two directions, the first is from the BEM supervisor, the second is supervision by the BEM president and his staff on the performance of its members. Then the BEM work program evaluation is held once a month through monthly meetings. Things that support the ongoing management of the BEM STIBA Ar-Raayah organization are the existence of an organization in one area and good communication between the head of BEM and all levels of division heads and their

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