

ABSTRAK

Veby Vebrianingsih (1212010175) Pengaruh Manajemen Organisasi Pelajar Pondok Modern Terhadap Kepemimpinan Transformasional Santri. Penelitian ini dilatarbelakangi oleh ketertarikan penulis terhadap peran organisasi pelajar di pondok pesantren modern sebagai wadah strategis dalam membentuk jiwa kepemimpinan santri. Organisasi ini tidak hanya menjadi tempat praktik manajerial, tetapi juga sarana pembentukan karakter santri yang inspiratif. Sesuai dengan UU No.18 tahun 2009 pasal 3 dan 6 tentang Pesantren, menegaskan bahwa pesantren tidak hanya mencetak santri yang alim dalam agama, tetapi juga cakap secara sosial dan manajerial. Salah satu program unggulan dalam pembentukan karakter santri adalah melalui organisasi pelajar yang berfungsi sebagai wadah pembelajaran kepemimpinan, kolaborasi, dan tanggung jawab.

Manajemen organisasi pelajar yang baik dapat mencetak pemimpin yang visioner dan inspiratif. Gulick & Urwick (1937) menyebutkan tujuh fungsi manajemen (POSDCORB) yang menjadi dasar efektivitas organisasi, seperti perencanaan, pengarahan, dan pelaporan. Jika manajemen ini diterapkan secara optimal, maka kepemimpinan yang memiliki kemampuan memotivasi, menginspirasi, dan memperhatikan individu dapat tumbuh dalam diri santri, seperti yang dikemukakan Bernard Bass dalam teori kepemimpinan transformasional. Namun, kenyataan di lapangan menunjukkan bahwa meskipun organisasi pelajar telah berjalan, struktur manajemen belum optimal, komunikasi internalnya masih kurang, dan kepemimpinan transformasional santri belum berkembang secara maksimal.

Penelitian ini menggunakan pendekatan kuantitatif dengan metode survei. Data dikumpulkan melalui observasi, wawancara, dokumentasi, dan penyebaran angket kepada seluruh populasi santri kelas 5 sebanyak 113 orang. Instrumen penelitian diuji validitas dan reliabilitasnya, kemudian data dianalisis menggunakan uji regresi linier sederhana dengan bantuan program SPSS versi 27.

Hipotesis dalam penelitian ini menyatakan bahwa terdapat pengaruh antara manajemen organisasi pelajar terhadap kepemimpinan transformasional santri. Dengan hasil menunjukkan nilai signifikansi sebesar 0,000 ($<0,05$) dan nilai koefisien determinasi (R^2) sebesar 0,673, yang berarti 67,3% variasi pada kepemimpinan transformasional dipengaruhi oleh manajemen organisasi pelajar sedangkan 32,7% dipengaruhi oleh faktor lain.

Dengan demikian, dapat disimpulkan bahwa semakin baik manajemen organisasi pelajar yang dijalankan, maka semakin tinggi pula kepemimpinan transformasional santri. Oleh karena itu, manajemen organisasi pelajar perlu terus diperkuat sebagai media pelatihan kepemimpinan yang visioner dan inspiratif bagi santri di pondok pesantren modern.

Kata Kunci: Manajemen, Organisasi Pelajar, Kepemimpinan Transformasional, Pondok Pesantren

ABSTRACT

Veby Vebrianingsih (1212010175) *The Effect of Student Organization Management at Modern Islamic Boarding Schools on the Transformational Leadership of Students.* This research is based on the author's interest in the role of student organizations in modern Islamic boarding schools as a strategic platform in shaping students' leadership character. These organizations serve not only as a place for managerial practice, but also as a medium for building inspiring student character. In accordance with Law No. 18 of 2009, Articles 3 and 6 on boarding school it is emphasized that boarding school are expected to produce students who are not only religiously knowledgeable but also socially and managerially competent. One of the flagship programs in shaping students' character is the student organization, which serves as a platform for learning leadership, collaboration, and responsibility.

Good management of student organizations can produce visionary and inspiring leaders. Gulick and Urwick (1937) mention seven management functions (POSDCORB) as the foundation of organizational effectiveness, such as planning, directing, and reporting. When these functions are applied optimally, leadership that is able to motivate, inspire, and care for individuals can grow among students, as stated by Bernard Bass in the theory of transformational leadership. However, field reality shows that although student organizations are running, their management structures are not yet optimal, internal communication remains weak, and students' transformational leadership has not yet developed to its full potential.

This study uses a quantitative approach with a survey method. Data were collected through observation, interviews, documentation, and questionnaires distributed to all 113 fifth-year students. The research instruments were tested for validity and reliability, and the data were analyzed using simple linear regression assisted by SPSS version 27.

The hypothesis of this study states that there is an influence between student organization management and students' transformational leadership. The results show a significance value of 0.000 (<0.05) and a coefficient of determination (R^2) of 0.673, which means that 67.3% of the variation in transformational leadership is influenced by student organization management, while the remaining 32.7% is influenced by other factors.

It can be concluded that the better the management of student organizations, the higher the transformational leadership of students. Therefore, student organization management must continue to be strengthened as a leadership training medium that is visionary and inspiring for students in modern Islamic boarding schools.

Keywords: Management, Student Organization, Transformational Leadership, Islamic Boarding School