

Implementation of “Ngerti, Ngrasa, Nglakoni” in The Leadership of Sono Hamlet Youth Organization

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ABSTRACT

The main objective of this program is to provide provision and guidance that operates in the social and environmental fields with the main focus on the development of young people. Community Service was carried out on October 15 2024 in Sono Hamlet, Kretek District, Bantul Regency. This Community Service ran smoothly and was attended by 11 young people out of 15 invited people. The material presented is related to the concept of student gardens, namely Tri Nga "Understanding, Ngrasa, and Nglakoni" which is certainly relevant to the needs of young people, most of whom face problems related to consistency and discipline in participating in social activities in the community. During the activity, the young people were very enthusiastic in participating in the coaching activity until the end. The young people hope that this community service activity will be carried out regularly. The coaching results show that young women are more disciplined than young people in participating in activities.

Keywords: Tri Nga, Karang Taruna, Discipline, Leadership, community service.

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INTRODUCTION

Effective leadership is a key element in organizational development, especially at the community level. Leadership is the activity of a leader whose aim is to influence a group of people positively to achieve a goal (Putra & Wajdi, 2021). However, the definition of leadership varies depending on the perspective of the researchers involved, for example from a personal perspective and focusing on events that attract their attention (Muslihah, 2014). In Indonesia, youth organizations such as Karang Taruna play an important role in developing leaders who can drive positive social change. As a dynamic community, Sono Hamlet faces various challenges ranging from social, economic and environmental problems. Karang Taruna is a youth social organization that has an important role in fulfilling youth social responsibilities (Setiani et al., 2022). For the benefit of organizations, they must not rely on each other but must also prioritize togetherness through good teamwork programs (Viera & Indah, 2024).

Karang Taruna is a youth organization that has an important role in community development at the Sono Hamlet level. Youth organizations grow with awareness and have a sense of social responsibility and can apply discipline towards themselves, society and society (Sunoto & Nulhakim, 2017). As social, economic and cultural dynamics change, a deep understanding is needed about the extent of the role of youth organizations in efforts to improve community welfare (Brima Atika & Windah, 2017). In Sono Hamlet, the existence of Karang Taruna is expected to be an incentive for young people to actively participate. There are significant problems related to the lack of discipline of members in carrying out their assigned tasks. This lack of discipline has the potential to hamper planned programs and reduce the organization's effectiveness in achieving its goals. Several factors can cause a lack of discipline, including lack of motivation, lack of enthusiasm, and decreased levels of communication between members. Therefore, it is important to understand the impact of this problem, as well as formulate the right solution so that the youth organization in Sono Hamlet can function optimally.

In this context, applying the principle of "understand, feel, act" is the right and strategic approach. This concept reflects three important pillars of leadership. These are deep understanding (understand), the ability to feel and empathize (ngrasa), and sincere action that is solution-oriented (nglakoni).

The 'Understanding' principle requires leaders to have in-depth knowledge of the conditions and needs of society. This includes the ability to identify the problems faced by community members and understand the possibilities and resources available. In the Karangtaruna context, leaders who understand the social and cultural context of Sono Hamlet will be more effective in developing programs that are appropriate and acceptable to the community.

Apart from that, Ngrasa emphasized the importance of empathy in leadership. Leaders have a function in an organization that cannot be eliminated, this influences the continuity of an activity and oneself can only feel that the organization is experiencing problems (Ivan Putranto, 2020). In this case, the ability to communicate and build good relationships with members of the organization and the wider

community is important. This not only creates a harmonious environment, but also creates trust between leadership and members.

Finally, the 'Nglakoni' principle emphasizes the importance of concrete action. Great leaders don't just talk about their vision and mission; they also strive to implement programs that benefit society. It is hoped that this concrete action can motivate other members to actively participate in their respective activities, thereby creating an atmosphere of cooperation that supports joint development.

This service aims to find out how the application of the principle of "Understand, Ngrasa, Nglakoni" in the leadership of the KarangTaruna organization in Sono Hamlet has an impact on social dynamics and community development. This service uses a qualitative approach to explore the experiences and views of Karang Taruna leaders and members regarding the application of these principles. The results of this service are expected to provide deeper insight into the effectiveness of regional values-based leadership models as well as provide recommendations for leadership development in similar organizations in various regions that will be carried out.

Therefore, it is hoped that this service can contribute to the development of leadership theories that are relevant to the local cultural context and also provide inspiration for leaders and other youth in overcoming the challenges faced by the Sono Hamlet community in the future.

METHOD

The approach used in this service is a qualitative approach, namely a more in-depth research approach that discusses or observes social problems and social phenomena from cases described through words and details, revealing the meaning behind the existing reality (Febri & Rahmat 2018). The method we use is based on the Tri Nga "Understand, Feel, Nglakoni" whose aim is to help overcome disciplinary problems among members of the Sono Hamlet Youth Organization. The informants for this service are the chairman of the youth organization and members of the youth organization. This service is carried out by collecting data based on words, namely interviews, and observations, namely observations.

RESULTS AND DISCUSSION

Community Service Activities that have been carried out focus on the implementation of the Tri Nga "Understand, Ngrasa, Nglakoni" at the Sono Village Taruna Youth Organization, Kretek District, Bantul Regency. The Tri Nga philosophy, which was coined by Ki Hajar Dewantara, emphasizes that in carrying out the teachings and ideals of life, understanding, awareness and sincerity are needed in its implementation. Based on the results of observations and counseling carried out with the chairman and all members involved in Karang Taruna, it was found that Tri Nga's role was an important pillar in facing various organizational challenges.

In implementing the Tri Nga concept, this service activity identifies several important aspects that need to be formulated. First, evaluate discipline in youth organization activities. From the data obtained, the level of discipline of members only reached 27.3% who always arrived on time. So the role of the chairman as a leader in the youth organization is really needed to control the members in the youth organization's activities.



Figure 1. Discussion with Sono Hamlet Youth Organization

The barometer of success in the implementation of the Tri Nga concept can be seen from various aspects. The chairman's firmness is needed in providing encouragement so that the members can be more disciplined in their presence when there are activities that are being carried out by the youth organization. This is in line with the concept of Tri Nga which emphasizes the principle of living the teachings and ideals of life, understanding, awareness, and seriousness are needed in its implementation. The benchmark of success is reflected in the existence of a good mechanism for resolving differences of opinion and the absence of serious conflicts in the organization.

The problem of discipline in the Sono Hamlet youth organization is something that needs to be considered because it has a direct impact on activity activities and the achievement of work programs. Youth is an asset of the nation where if youth apply discipline, undoubtedly activities and work programs will be achieved, but if it is the opposite, activities and work programs will not be achieved (Widodo, 2017). Discipline is not just a rule but a foundation of strength, responsibility, and dedication that brings change. Without discipline, the ability of youth is just wishful thinking.

Discipline itself is a term derived from the English word discipline which means; (1) Orderly, orderly or obedient control of behavior, self-mastery, self-control. (2) Practice of forming, straightening or perfecting something, as a mental ability or character. (3) Trained punishment given for training or improvement. (4) A group or system of rules or regulations for behavior (M.Pd.I, t.t.-c).

The age of youth or adolescence is a phase that is very vulnerable to discipline problems. At this stage, they are searching for their identity and are often faced with challenges in managing responsibilities and following rules (Santrock, 2011). Of course, in the context of the nation and state, an attitude of responsibility must be had, especially in youth to instill a sense of concern for the surrounding environment.

However, the challenges faced need to be overcome through programs to raise awareness of the importance of discipline, and increase the sense of responsibility among members. With the observations that have been made, it is hoped that it will increase the awareness of Karangtaruna members and can be a solution to increase discipline among members.



Figure 2.

Discipline in Karangtaruna Dusun Sono also shows a significant influence on organizational effectiveness. The results of the interviews indicated that the implementation of discipline not only improved the performance of members, but also strengthened solidarity between members. Regular meetings and a clear division of tasks can be a strategic step in enforcing discipline in the future.



Figure 3. Group photo of the youth organization and the community service team

CONCLUSION

The Community Service Program in Sono Hamlet aims to strengthen the role of youth in the Youth Organization through the Tri Nga concept "Understand, feel, act" initiated by Ki Hajar Dewantara. The program was held on October 15, 2024 and managed to collect 11 out of 15 invitations, showing the enthusiasm of the participants. This service identified the main challenge faced by the Youth Organization, namely the lack of discipline among members, which had an impact on the effectiveness of the work program. The causative factors include low motivation, weak communication, and lack of enthusiasm. To overcome this, our group service team provides counseling on strong leadership and discipline is urgently needed. Leaders must understand the social context, empathize, and take concrete actions to drive positive change. The results show that the implementation of Tri Nga helps create a harmonious environment, improve discipline, and strengthen solidarity. While there are still challenges, this initiative is expected to provide useful insights for local culture-based leadership models as well as motivate the younger generation in the development of their communities.

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