

## IMPLEMENTATION OF THE ORGANIZATIONAL STRUCTURE OF THE SCOUTING MOVEMENT IN REALIZING SUPERIOR ADMISSION

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### ABSTRACT

#### KEYWORDS

Organization,  
Administration,  
Excellence

#### ARTICLE INFO

Accepted:12/21/2023

Revised: 12/21/2023

Approved:6/1/20224

The type of research used in this research is qualitative research. The data collection techniques carried out in this research are as follows: (1) Observation (Observation, documentation and traingulation. Research results. Coordination in scouting organizations is an absolute requirement to ensure that all work activities in the organization can run harmoniously and efficiently. The larger the scope of an organization, the more important the problem of coordination is felt. Coordination connects the activities of various branches of work, which ensures the implementation of determined political lines and avoids disagreements or interests. The aim is to adjust views or understandings -different, even contradictory, views

### INTRODUCTION

In simple terms, an organization can be interpreted as a unit which is a forum or means for achieving various goals or objectives. The organization has many underlying components, including many people, work relations arrangements, work specialists and rational awareness of members according to their respective abilities and specializations. .

Apart from being seen as a forum for people's activities, organizations are also seen as processes, namely highlighting interactions between people who are members of the organization. The success of an organization is determined by the quality of human resources who interact with each other and develop the organization concerned. Organizations in improving Human Resources in order to optimize employee performance cannot be separated from empowering existing potential. Organizations are a forum for forming effective human relationship behavior so that they can work together efficiently and obtain personal satisfaction in carrying out their duties and provide certain environmental conditions for achieving goals. This understanding refers to the organizing process, namely the way work is arranged and allocated among members so that goals can be achieved (Herujito, 2001: 110). According to Akdon (2006: 43), in simple terms an organization can be defined as an association of people, each

of whom is given a certain role and carries out activities in accordance with that role together in an integrated manner to achieve mutually determined goals. The study of organizations is not only a collection of people, their activities and the goals to be achieved, but also all aspects that influence the existence, development and effectiveness of the organization, including: details and arrangement of tasks, goods and machines, technology, information and other sources used and their mutual influence and integration in a system.

Robbin (2000) in Akdon (2006: 45) suggests that an organization is a consciously coordinated social unit with unidentifiable boundaries, which works on a relatively continuous basis to achieve a common goal or group of goals. The words consciously coordinated contain the meaning of management. Social unity means that the unit consists of people or groups of people who interact with each other. The interaction patterns that people follow in an organization do not just arise, but have been thought about beforehand. Therefore, a social organization is a social entity, so the interaction patterns of its members must be balanced and harmonized to minimize redundancies but also ensure that critical tasks are completed. Another definition is the organization of a group that works together to achieve certain goals (Shafritz and Russel, 1997: 201) in Keban (2008: 127). In this sense, an organization is a collection of people grouped in cooperation to achieve common goals. The grouping of people is based on the principles of division of work, roles and functions, relationships, procedures, rules, work standards, responsibilities and certain authorities. The form of this grouping can be observed from a structure and hierarchy. Therefore, developing a structure is often identified with creating an organizational design.

Scout extracurriculars are one of the right tools to use for building character to students. The educational process in scouting occurs when students are engrossed in activities that are interesting, fun, recreational and challenging. At that time, on the sidelines of the scouting organizational structure activities, the scoutmaster provided guidance and character development to the students. A number of activities contained in scout extracurricular activities are expected to be a means of cultivating character, one of which is the character of responsibility. Scouting can be used as a forum for instilling national character values, this is because scouts adhere to the values contained in the Tri Satya and the moral provisions called the Scout Darma.

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Scouting education is broadly defined as a continuous development process for students, both as individuals and as members of society, whose ultimate goal is to make them independent, caring, responsible human beings who adhere firmly to the values and norms of society, nation and state.

Administration in everyday life or in the world of work, you must be familiar with the term administration. This word is often encountered and used in everyday life. However, not everyone knows

what administration itself actually means. According to Sondang Siagian (2012: 13, administration can be defined as the entire process of cooperation between two or more humans which is based on certain rationality to achieve predetermined goals. According to Irra Chisyanti Dewi (2011: 3) in an introductory book to administration says that — Administration has an understanding in the sense of writing or administration or secretarial work, which includes the activities of receiving, recording, collecting, processing, holding, sending, storing. According to The Liang Gie (2009:9) in his book modern office administration says that "administration has a broad meaning, namely that Administration is a process of cooperation between several individuals in an efficient way in achieving previous goals "This completes that a series of activities that require a cooperative process and is not something new because it has arisen together with the emergence of transfers man

## RESEARCH METHODS

The type of research used in this research is qualitative research. Qualitative research is research that intends to understand phenomena about what research subjects experience, for example behavior, perceptions, actions holistically and in a descriptive manner (Moleong, 2007:6). Qualitative research is not merely about seeking the truth, but rather about the subject's understanding of the world around him. This research uses a qualitative approach because the research describes the phenomena studied in the form of descriptions that show how to instill the value of caring through scouting extracurricular activities in students.

Data sources in research are subjects from which data can be obtained. According to Moleong, it is stated that the source of qualitative data is words or actions, the rest is additional such as documents, other data sources. The data sources for this research are: (1) Primary data sources. Primary data sources were obtained by researchers through structured interviews and field observations with respondents. A respondent is a person who is asked for information about a fact or opinion, this information can be conveyed in written or oral form. The respondents in this research were coaches and students (scout members) in the Front Group. (2) Secondary data sources. From this secondary data, it is hoped that it can add broader insight and knowledge to researchers so that the results of research on instilling the value of caring through scouting extracurriculars can be revealed carefully by researchers.

The data collection techniques carried out in this research are as follows: (1) Observation. This observation is carried out directly to understand and find out the behavior shown by students and coaches as well as what activities are in the scouting organizational structure activities for students in an effort to the formation of a sense of caring through scouting organizational structure activities within the school environment and outside the school with the aim of obtaining clear and correct information. (2) Interviews. In collecting data, researchers used open interviews and in-depth interviews to obtain data valid information regarding the formation of a sense of caring through extracurricular scouting in students. Interviews were conducted with research subjects including scout leaders and scout members.

(3) Documentation Study. This documentation method is used to obtain valid facts about the truth. This is because the object is research targets can be justified by existing facts. In this research, the documents that are the source of data are work programs and photos related to student scouting activities.

The data analysis method in this research was carried out using qualitative analysis by carrying out data interactions, namely: (1) Data display. This means searching for and collecting the necessary data and researchers recording all data objectively and as is according to the results, observations and interviews in the field. Analysis during data collection was carried out using multiple sources of evidence. Classify with the informant about the rough draft of the research report. (2) Data reduction. The research process focuses on simplifying, abstracting, transforming rough data that emerges from written notes in the field (Milles, 2007: 16). Data reduction is a form of analysis that sharpens, categorizes, directs and discards what is not needed and organizes secondary data in such a way that it can be retrieved and verified. (3) Presentation of data. Presenting a collection of structured information that provides the possibility of drawing conclusions in taking action (Milles, 2007: 17). Data presentation is an analysis of designing rows and columns in a matrix for qualitative data and determining the type and form of data intended in the matrix boxes. (4) Drawing conclusions (data verification). Drawing conclusions by re-action of notes in the field or conclusion is a re-action of notes in the field or conclusions can be reviewed as arising from data which must be tested for truth, robustness and suitability which constitutes its validity. Drawing conclusions must be based on data reduction and data presentation which is the answer to the problems raised in the research (Milles, 2007:19).

## RESULTS AND DISCUSSION

### RESULT

#### **Implementation of the Organizational Structure of the Scout Movement in Realizing Superior Administration**

Scout activities are an example of extracurricular activities that can be used to instill character values in students. One example of character values that can be instilled is the value of responsibility. The noble values that are instilled are based on the values contained in the scout code of honor, namely Tri Satya and Dasa Darma Pramuka. The values in Tri Satya and Dasa Darma Scouting can be instilled by coaches regularly and directed towards students through scouting activities that are interesting, fun, recreational and challenging.

The activities of the scouting organizational structure consist of routine activities, camping/exploration activities, recreation/game activities and participation activities, all of which uphold character values. Coaches try to instill and foster an attitude of caring towards

students. This is done by providing some sense of care to students through activities in extracurricular scouting. In providing a sense of care for students, the coach tries to accompany the student so that if the student experiences difficulties, the coach gives direction and encouragement to the student. From the results of research in the field, the various feelings of care that are instilled in students through scouting extracurriculars include students' feelings of care for themselves, care for others, care for nature and care for God Almighty.

The tasks given to students who are part of the competition committee include being officers at the opening and closing ceremonies of the competition, receiving registrations and attendance of competition participants, providing directions to the competition arena, assisting the jury when conducting assessments, recording scores from competition participants and documenting competition activities. Students who are not part of the competition committee, each team also has the task of documenting ongoing competition activities. The results of this documentation are used as a documentation report which must be submitted to the supervisor.

also instills a sense of concern for nature in its students. This is done because scout activities are activities that are mostly carried out outdoors or in the open nature. The aim of carrying out scout activities in the open air is for students to get to know and love the surrounding environment better. Paratrooping extracurricular activities hold many activities as an effort to instill in students awareness and concern for nature. The existing activities try to involve students directly through practical activities so that they can make students more interested and challenged to participate. With this activity, it is hoped that it will raise students' awareness of protecting and preserving the environment both during scouting activities and in their daily lives. Students maintain the cleanliness of the surrounding area by not throwing rubbish carelessly. The instructor directs students to throw rubbish in the rubbish bins provided. This is done both when carrying out routine training at school and during camping activities, students keep the conditions around the campsite in a clean condition. In an effort to raise awareness and provide students with knowledge about maintaining a clean environment by not throwing rubbish carelessly.

The organizational structure of scouting can vary, namely as: a. A group of people who want to achieve goals rationally; b. A coalition of powerful constituents in which they use their power to control the distribution of resources within the organization; c. An open system where there is an input-output transformation system with the environment; d. A system that produces certain meanings, where goals are created symbolically and maintained by management; e. Independent pair system, where the units within it can have different or conflicting goals; f. A political system, where internal constituents try to control the decision-making process in establishing their position; g. A tool for domination; h. A unit that processes information both horizontally and vertically through a structural hierarchy. i. A psychological prison, where the members' freedom is always pressured/inhibited by the organization, for example by determining the division of labor, work

standards, formation of units and divisions; j. A social contract where there is a series of unwritten agreements and its members must behave in such a way as to receive compensation. Organizations exist to achieve goals, these goals usually cannot be achieved by individuals working alone, or where possible they are achieved more efficiently through group efforts. What is needed in this case is a general agreement regarding the organization's mission. organizations recognize the need to formally coordinate the interaction patterns of organizational members. The organizational structure specifies how tasks will be divided, who reports to whom, and the formal coordination mechanisms and interaction patterns that will be followed.

## DISCUSSION

### Implementation of the Organizational Structure of the Scout Movement in Realizing Superior Administration

In order to achieve the specified goals so that the organization can run in accordance with the plan outlined, it should be guided by the following organizational principles (principles): a. Formulation of clear organizational goals; b. Division of work; c. Continuity and flexibility; d. Delegation of authority and responsibility must be clear and balanced; e. Unity of Direction (unity of direction); f. Unity of Command (unity of command); g. Job levels and h. Coordination Principle. According to Herujito, coordination is an organizational principle that cannot be ignored. People often say that coordination is the first principle in achieving organizational goals, while other principles are subordinate principles. These other principles are principles that enable coordination to be effective. Furthermore, it can be stated that almost every organization actually always has two organizational goals: a. Internal Goals These goals are always coordinative b. External Goals These goals can be something that is consistent with the goals of the combined efforts of the organization. External goals do not have to always be the same in several organizational fields. Internal goals must be the most basic in all forms of organization. This internal goal is organized efficiency. In other words, it is called coordination. Coordination does not need to wait until the day of mobilization. It must always be there and has great potential for organizational life. Therefore, coordination must have a basis, namely the highest coordinating power. Without this basis, there is no guidance and business leadership which is coordinated in administration is a planning activity. So, the first administrative function is the planning function, where this planning requires collecting and processing data and then preparing plans. Organizing The next function which is also the definition of office administration according to experts is the function of organizing. This function is structuring and forming working relationships between one party and another until unity is created. 3. Reporting Another function of this administration is reporting where the activities carried out are reporting the progress and results of activities through information - 8 statements, both in oral and written form. With this function, parties who receive activity reports can find out and get an overview of information regarding the implementation of tasks that have been carried out. 4. Budgeting This last function can actually be classified as administration friendly but in the financial sector. Where if seen based on the function of financial administration, it is to manage or regulate all planning regarding the budget or finances used. Basically, the definition

of financial administration is almost the same as office administration, but is more specific in the function of managing finances.

The scope of superior scouting administration is that it consists of information or information about a matter or event obtained mainly through reading or observation such as: a. Collecting is an activity to search for and collect detailed information or information and then store it for the purpose of being able to use it later if needed. b. Taking notes or writing or typing is a continuation of the activity of collecting data so that it can be stored, read or sent. c. Managing is managing or analyzing an existing or existing form of administrative data, in order to obtain results from the data collected. d. Saving is the activity of securing documents or documenting data by sharing it so that it can be reused later if necessary. e. Sending is the activity of various data or files to other parties, either from within the organization or from outside the organization

## CONCLUSION

Coordination in scouting organizations is an absolute requirement to ensure that all work activities in the organization can run harmoniously and efficiently. The larger the scope of an organization, the more important the coordination problem becomes. Coordination connects the activities of various branches of work, which ensures the implementation of determined political lines and avoids disputes of understanding or interests. The aim is to adapt different, even contradictory, views or understandings. Thus, coordination is a process that regulates the division of work of various people or groups into an integrated whole in the most efficient way possible.

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