



Developing The Spirit of Leadership and The Spirit of Solidarity as Well as The Existence of The Student Association

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Abstract— The purpose community Service Program is grow soul leadership transformative, strengthening Spirit solidarity, as well as confirm return the existence of HMPS as receptacle development character and competence students. Method implementation designed in a participatory manner through three stages main, namely lecture interactive about draft leadership and solidarity, simulation studies case based group for hone ability solution problem collective, and game quiz educative as evaluation mastery material. Participants activity is new students of the Program Studies Education Citizenship and Students who have not follow Exercise Base Leadership Results activity show existence improvement significant to understanding participant to style leadership situational, awakening awareness collective will importance solidarity organic, and emergence commitment together for revitalize program Work set. Simulation studies case succeed bring up strategy collaborative in finish conflict internal and external organization. Quiz evaluation show average score mastery material reached 75 percent. Discussion reflective post activity indicates growing sense of belonging And optimism participant to the existence of HMPS in time coming.

Keywords: Leadership, Solidarity, Existence, Student Association



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INTRODUCTION

Organization student affairs is Wrong One pillar important in system education high in Indonesia. Law Number 12 of 2012 concerning Education Tall in a way explicit mandate that student own role strategic in develop potential self through activity intracurricular, co - curricular and extracurricular, including organize (Restu Rahayu & Sofyan Iskandar, 2023). The Study Program Student Association (HMPS) is receptacle formal at the study program level that functions as laboratory leadership, development reason critical, and strengthening solidarity social circles students. In general specific, HMPS Education Citizenship (PKn) carries not quite enough more answers big Because field his knowledge in a way direct related with formation inhabitant a democratic, responsible country responsible, and soulful Pancasila. However, the reality on the ground No always in line with hope ideal the (Weiner et al., 2021).

Based on observation beginning and discussion informal with a number of HMPS Education administrators Citizenship HKBP Nommensen University Pematangsiantar, was found a number of enough problems worrying (Endah Retno Suci & Aris Widodo, 2022). First problem, it happened decline interest and participation active student in various activities held by meetings routine often only attended by a handful core management, while member other tend passive or even No present without clear information (Prahmana & D'Ambrosio, 2020). Second problem, the weakness soul leadership among administrators and members apparent from the inability take decision in a way independent, lack of initiative, as well as high dependency on instructions from the lecturers and/ or Head of the study program (Mwesiga & Okendo, 2022).

Third, solidarity internal between members set experience marked degradation with emergence conflicts small, lack of mutual respect trust, and the lack of empathy to difficulties faced fellow members. Fourth, the existence of HMPS in the eyes of students new and study program environment the more questionable Because set considered No capable give benefit real, good in development soft skills and in fight for aspirations students, as well as ability For produce achievements and accomplishments for Education Study Program (Prodi) Citizenship HKBP Nommensen University, Pematangsiantar (Alhashedi et al., 2021).

Condition the if No quick overcome will have an impact negative term long. The existence of HMPS as legitimate and vital organizations can the more weaken, even potentially suspended animation. In fact, from an angle view Education Citizenship, set student is vehicle learning democracy in a way directly. (NOFITA, 2023). In it student Study arguing in a way healthy, manage difference opinions, preparing work programs in a way participatory, and building network social (Zainab et al., 2022a). The whole process is implementation concreteness of competence citizenship (civic) competence) which includes knowledge citizenship (civic knowledge), skills citizenship (civic) skills), and character citizenship (civic disposition). If student No Again involved active in organization, then happen gap between theories learned in the classroom studying with practice in life society, nation and state (Charoensukmongkol & Puyod, 2024).

Leadership is draft the necessary keys implanted return to the administrators and members of the HMPS Education Citizenship. Leadership No just understood as ability to rule or occupy position structural, but rather as capacity For influence, inspire, and

mobilize others going to achievement objective together in a way ethical (Kwan, 2020). In the context of organization student affairs, relevant leadership models For developed is leadership transformational, which emphasizes on idealization influence, motivation inspirational, stimulating intellectual, and consideration individual (Chandolia & Anastasiou, 2020). Through leadership transformational, a chairman or administrator set No only oriented on settlement administrative tasks, but Also capable become exemplary, burning Spirit members, encourage creativity, as well as give attention personal to development each individual (Judijanto et al., 2024). Planting soul leadership kind of This expected can repair quality of governance organization at a time increase loyalty member (Tan et al., 2024).

Notice urgency problem said, the team of lecturers consisting of lecturers from the Education Study Program Citizenship HKBP Nommensen University Pematangsiantar and Lecturers of the Indonesian Business Polytechnic feel called For carry out activity Devotion to the Community (PkM) which is packaged in form training base leadership students. Activities This designed No just as transfer knowledge, but rather Also as room reflection and action collective for students as participants (Imaduddin et al., 2025). The approach used blend lecture For strengthening concept, simulation studies case For hone skills analytical and collaborative, as well as game quiz educative For evaluate understanding in a way fun. It is hoped that through activity this, student capable internalize values leadership, building return bond solidarity, and in a together to strengthen the existence of HMPS Education Citizenship in the future now and in the future

METHOD

Activity Community Service Program This implemented in form training base leadership (LDK) implemented located at the Carita Tigaras Monitoring Gazebo, Simalungun Regency, on Friday to Saturday, January 16-17, 2026. Time implementation ongoing during Target participant are new students of the Education Study Program Citizenship (Class of 2025), and Education Study Program Students Unregistered citizenship follow LDK, as well as accompanied all over administrators and members active HMPS Education Citizenship. Election participant in a way overall aims to increase enthusiasm togetherness and vision new organization can distributed in a way evenly to all over layer member (Atik et al., 2023).

Implementation method Community Service Program designed in a way participatory with integrate three approach main, namely lecture interactive, simulation studies case based groups and games quiz evaluative. Third method This chosen based on consideration that formation character leadership and solidarity need touching stimulation aspect cognitive, affective, and psychomotor in a way simultaneous (Imran et al., 2020).

First, Lecture Interactive. This method used For convey material the main thing that becomes runway conceptual for participants (Purwanto & Sulaiman, 2023). The material presented includes : (1) essence leadership and its differences with management ; (2) leadership model transformational and situationally relevant implemented in organization student affairs ; (3) concept solidarity mechanical and organic in context dynamics set ; and (4) strategy maintain existence organization through program

innovation and good governance. Lecture delivered by the speaker who is also act as chairman team PkM, with support two members team lecturer others. So that it doesn't monotonous, lecture designed in a way interactive with give room ask answer, share experience personal, as well as throw question reflective to participants. Presentation media visual such as PowerPoint slides and videos short about practice leadership used For strengthen understanding (Author48 & Coauthor48, 2020).

Second, Case Study Simulation Group Based. After accept supplies material, participants shared become six group small, each consisting of from six until seven people. Division group done in a way heterogeneous with notice composition force and type gender (Zainab et al., 2022b). Every group given One sheet cases that have been compiled by the team Community Service Program based on problem real that often faced by HMPS. Three examples case study is : (a) case decline participation member in the work program annually resulting in a number of activity forced cancelled ; (b) case internal conflict between administrator consequence difference perception about use of organizational funds ; and (c) cases lack of interest student new For join become administrator set. Each group requested For discuss cases received for 45 minutes, identify root problem, formulate three alternative creative and applicable solutions, as well as serve results his discussion in front of the forum in 10 minutes per group. After presentation, the speaker and other participants gave responses, criticisms, or input additional. Simulation method This aim For hone ability think critical, work The same team, communication effective, and taking decision collective (Putra et al., 2022).

Third, Games Educational Quiz. As closing core series of activities, carried out game packaged quizzes in a way relaxed and competitive. Speaker prepare 25 questions to be taken from material lectures and essence discussion studies case. Question covering definition leadership, characteristics leader transformational, type solidarity, steps settlement conflict, and development strategies organization. Quiz followed in a way individual use online quiz platform application that allows every participant answer direct through cell phone each smart. System evaluation done in a way automatically by the application, and score displayed on the screen projector in real-time. Three participants with score highest get present small as form appreciation (A. Kurniawan et al., 2022). Besides functioning as evaluation understanding, quiz this is also designed For create atmosphere happy and strengthening familiarity between participant after through session sufficient discussion Serious (Alzoraiki et al., 2023).

All over series activity evaluated formatively and summatively. Formative evaluation is carried out through observation direct to participation, enthusiasm, and quality argumentation participant during lectures and simulations studies case. As for evaluation summative obtained from the results score individual quizzes as well reflection written short filled participant on end activities (Cuevas-Vargas et al., 2023). Feed come back oral Also netted in a way voluntary For hear testimonial participants. Data collected analyzed in a way descriptive qualitative For see achievement objective PkM (Yang, 2024).

RESULT AND DISCUSSION

Activity Community Service Program training base leadership student walk with smooth and get good and positive response from all over participants. Attendance rate

reaching 95 percent, a enough facts startling remember before activity ongoing, participation in events and activities from HMPS Civic Education often No Once full of enthusiasm This become indication beginning that student Actually own desire For involved and growing, but requires momentum as well the right approach For awaken return excitement organization they (Weng et al., 2023).

Lecture session interactive opened by the Lecturer Team as speaker open session with question reflective, "What was on your mind when heard the word leader ?" Some big participant answer with conventional answers, such as the person who gives command, chairman, or the most person influential. Answers the describe that understanding beginning student about leadership Still nature positional And transactional. Through accompanied by an explanation example real from figures national And local, speaker Then deconstruct understanding the And introduce draft leadership more transformational emphasize on aspects exemplary behavior And empowerment (Sakib et al., 2025).

Material about solidarity also invites discussion warm. When speaker explain difference solidarity mechanic And Organi. Participants invited reflect that strong set is not a homogeneous set, but rather one that is capable of manage difference become energy positive. Entering session simulation studies case, dynamics group start looks clear. Six groups Work with varying degrees of seriousness.

Quiz session at the end activity ongoing lively. Of the 25 questions given, the average participant capable answer with Correct as much as 75 percent of the total questions asked by the Team of Lecturers (Presenter). The most frequently asked questions answered Correct is related with definition leadership transformational and steps settlement conflict (Rostini et al., 2022). Meanwhile that, question about type solidarity Still leaving a number of error, which indicates the need strengthening more continue on the concept said. However thus, in a way general achievements score This classified as high and proven that participant truly listening material with good. Atmosphere a quiz full of laughter and cheers competition healthy also successful melt tension and leaving impression deep in the heart participant (R. Kurniawan et al., 2020).

Leadership theory The situational analysis proposed by Hersey and Blanchard also found relevance here. Participants start understand that style effective leadership nature flexible, depending on the level maturity members led. Members new ones that are still need Lots directions Of course need telling style (instructive), while senior members who have competent can approached with style delegating (delegation). Understanding This expected can prevent error management frequent conflicts appear Because inaccuracy style communication leader.

As for in perspective solidarity, findings field show that solidarity mechanic based primordial similarities still exist Enough dominant among students. This is reasonable remember strong bond kinship in culture Indonesian society. However, so that the existence of HMPS does not fragile when happen friction between group, solidarity organic need Keep going developed through programs that bring together student from various background behind in Work collaborative that has objective clear. Activities like devotion social, research group, or management wall magazine set can become an effective medium For melt primordial barriers and growing solidarity functional (Caputo et al., 2019).

Existence organization, as reviewed in theory institutional, highly dependent on the legitimacy granted by members and stakeholders interests. Legitimacy This No Can claimed unilaterally, but rather must treated through performance real. After follow training, participants who are also HMPS core management is motivated For compile plan action continue (action plan) simple which includes : holding meeting Work For evaluate and design repeat the work program, make system information more activities open through social media set, and weave communication periodically with lecturer advisor. Although plan This Still nature tentative, emergence initiative independent without must requested by the speaker is fruit positive that is appropriate appreciated. This is seeds soul expected leadership Keep going grow (Kallunki & Silvola, 2008).

The Lecturer Team explains challenge the biggest in guard existence organization student is about How keep the spirits up light up during training No blackout after participant return to routine academic. Not a few activity training similar to successful burn motivation a moment, but fail produce change term long Because No existence system ongoing mentoring. Realizing matter said, the team Community Service Program has designing mentoring programs continuation that will be done after training through visit to HMPS secretariat and session mentoring online. Mentoring This aim For monitor implementation plan action carry on at a time give consultation If participant face obstacles in the field. The sustainability of the program becomes key to results Community Service Program No only stop at the point This only, but really ar impact on revitalization organization (Bullock & Bunce, 2020).

In a way overall, integration method lectures, simulations, and quizzes in One series training proven capable create experience holistic learning. Lecture give foundation knowledge, simulation hone skills and building Work The same team, while quiz give gauge measuring achievement at a time entertainment (Lan et al., 2021). Combination this is also in line with Bloom's taxonomy emphasizes importance mastery cognitive, affective, and psychomotor in a way balanced. In context devotion community, approach kind of This can recommended For adapted to similar programs in other study programs, with adaptation to context and characteristics participant (Lumban Tobing & Pranowo, 2021).



Figure 1. Documentation Implementation Activity Community Service Program

CONCLUSION

Activity Community Service Program in the form of training base leadership Students in the Civic Education Study Program, HKBP Nommensen University, Pematangsiantar succeed reach planned goals. Through approach participatory that combines lecture interactive, simulation studies case groups and games quiz educational, participants show improvement understanding to draft leadership transformational and situational, the awakening awareness will importance solidarity organic, and strengthening commitment For to strengthen return existence of HMPS. Average score evaluation cognitive reached 75 percent, while reflection affective show existence change attitude from apathetic become introspective and optimistic.

Approach touching training third realm learning at a time become factor key success activity this. Simulation studies case based group in a way special proven capable break freezing primordial barriers and building communication cross generation. Therefore Therefore, it is recommended that HMPS independent continue tradition discussion groups and evaluation periodically For guard dynamics positive that has been formed. Support sustainable from study programs and lecturers advisors are also very necessary through mentoring and creation policies that encourage student active organize without ignore performance academic. With soul ongoing leadership growing and maintaining solidarity, the existence of the HMPS Civic Education will the more sturdy as laboratory democracy and the crater candradimuka candidate educator citizens with character good and tough.

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