

**ISLAMIC LEADERSHIP TRAINING PROGRAM: EXPERIENCED BY
ALUMNI IP FBE UII
(CASE STUDY IN IP FBE UII)**

A THESIS

Presented as Partial Fulfillment of the Requirements to Obtain the Bachelor
Degree in Management Department



by:

MUHAMMAD ADYTIA

Student Number: 15311443

DEPARTMENT OF MANAGEMENT
INTERNATIONAL PROGRAM
FACULTY OF BUSINESS AND ECONOMICS
UNIVERSITAS ISLAM INDONESIA
YOGYAKARTA

2020

**ISLAMIC LEADERSHIP TRAINING PROGRAM: EXPERIENCED BY ALUMNI IP
FBE UII
(CASE STUDY IN IP FBE UII)**

Written by:

MUHAMMAD ADYTIA

Student Number: 15311443

Approved by

Content Advisor,

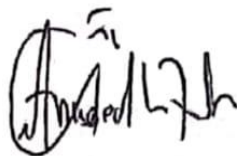
August 14, 2020



Arif Hartono, Drs., MHRM., Ph.D.

Language Advisor,

September 7, 2020



Annida Nurul Faiza Asni, M.Pd.

**ISLAMIC LEADERSHIP TRAINING PROGRAM: EXPERIENCED BY ALUMNI IP
FBE UII
(CASE STUDY IN IP FBE UII)**

A BACHELOR DEGREE THESIS

by:

MUHAMMAD ADYTIA


Student Number: 15311443

Defended before the Board of Examiners
On ~~September 30th 2020~~ and Declare Acceptable

Board of Examiners

Examiner

September 30th . 2020


Achmad Sobirin, Drs., M.B.A., Ph.D., Ak.

Yogyakarta, November 3rd 2020

International Program
Faculty of Business and Economics
Universitas Islam Indonesia
Dean,



Jaka Sriyana, Dr., S.E., M.Si., Ph.D

DECLARATION OF AUTHENTICITY

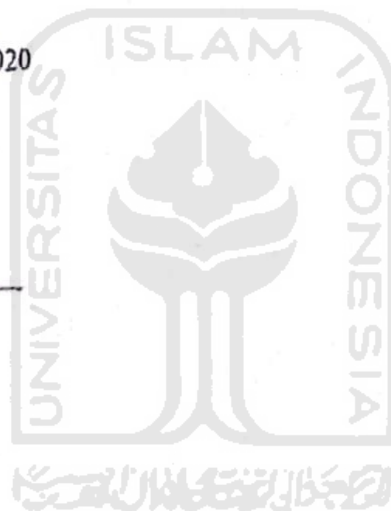
Hereby I declare the originality of the thesis; I have not presented someone else's work to obtain my university degree, nor have I presented someone else's words, ideas or expressions without any of the acknowledgments. All quotations are cited and listed in the bibliography of the thesis. If in the future this statement is proven to be false, I am willing to accept any sanction complying with the determined regulation or its consequence.

Yogyakarta, September 7, 2020

Author,



Muhammad Adytia



MOTTOS

“Life is not a problem to be solved, but a reality to be experienced.”

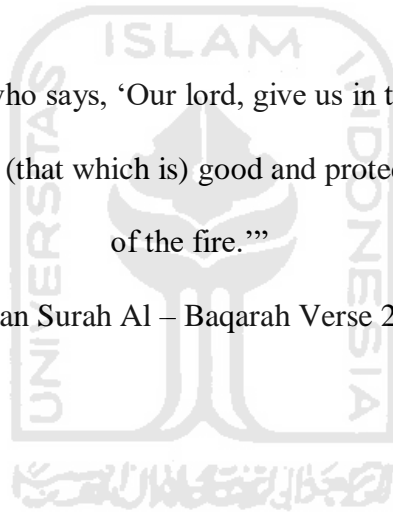
(Leo Burnett)

“O you who have believed, fear Allah and let every soul look to what it has put forth tomorrow – and fear Allah. Indeed, Allah is acquainted with what you do.”

(Quran Surah Al – Hashr Verse 18)

“But among them is he who says, ‘Our lord, give us in the world (that which is) good and in the Hereafter (that which is) good and protect us from the punishment of the fire.’”

(Quran Surah Al – Baqarah Verse 201)



ACKNOWLEDGMENT

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Assalamualaikum Warahmatullahi Wabarakatuh.

Praise be to Allah, the Lord of the worlds. God is all-forgiving and merciful to all his people. Solawat and greetings do not forget I say to the prophet Muhammad *Shallallahu 'Alaihi Wa Sallam* as the messenger of Allah.

Alhamdulillah rabbil'alamin, the thesis that **ISLAMIC LEADERSHIP TRAINING PROGRAM: EXPERIENCED BY IP FBE UII ALUMNI (CASE STUDY IN IP FBE UII)** as a partial requirement to obtain the bachelor degree in Management Department, International Program, Faculty of Business and Economics, Universitas Islam Indonesia is finally finished I would like to thank all those who have helped me in completing this research. Because I am sure, without the help and support from you I would not have been able to complete this research. For that reason, the researcher would like to address the appreciation to:

1. Allah *Subhanaahu Wa Ta'aala* , for all his blessings and guidance for me both in the past and in the future.
2. Prophet Muhammad *Shallallahu 'Alaihi Wa Sallam* as the messenger of Allah and my role model.
3. My family, father, mother, and younger siblings who always support me in any condition until I can become a person like this. There are countless sacrifices you have made for me. No one can replace you in my life.
4. Mr. Fathul Wahid, S.T., M.Sc., Ph.D. as the Rector of Universitas Islam Indonesia and Mr. Jaka Sriyana, Dr., S.E., M.Si., Ph.D. as the Dean of the Faculty Business of Economics Universitas Islam Indonesia.

5. Arif Hartono, Drs., MHRM., Ph.D. as my content advisor who is always patient in guiding me to complete this research.
6. Annida Asni, S.Pd. as my Language Advisor. I would like to say thank you for your patient for guiding and revising my research.
7. My best friends; *Harry Pinandita Zumara, Agung Ridwan, Ahmad Dikky* and *Dio alnuri* who have always with me since we were little. Thank you for everything that we made in the past.
8. The second special one is my partner in life Nadya Putri, the one who is always beside me, it doesn't matter what happens to me. Someone who always understands me in any situation especially in Yogyakarta.
9. My senior in Universitas Islama Indonesia *mas Marie Muhammad Yaser, mas Reza Fattah galib, mas Mazi*, and my other seniors that I cannot mention I want to say thank you for being patient in guiding me to be a better person.
10. My best friends in University; *Hilmy, Husnul, Fajar, Patria, Aulia, Nannin*, and *mas Ecak*. Thank you for being my best friend, someone I can talk to both in a happy and difficult situation.
11. My family in OMT, I cannot mention you one by one. Thank you for all the things we've been through together. I hope we can meet again in the future and don't forget the bond we have built so far.
12. My family who is in Gerakan Kepanduan UNISI. Here I find a lot of different kinds of people who can guide me to become a better person.

13. My friends from Management IP 2015. Thank you for all the things we've been through so far, hopefully we can all graduate and meet again in the future

May Allah give us mercy and guidance to all of us, no one is no exception.

Wassalamu 'alaikum Warahmatullahi Wabarakatuh.

Yogyakarta, September 7, 2020



Muhammad Adytia

TABLE OF CONTENT

APPROVAL PAGEii
A BACHELOR DEGREE THESIS	Error! Bookmark not defined.
DECLARATION OF AUTHENTICITY	Error! Bookmark not defined.
MOTTOS	v
ACKNOWLEDGMENT	vi
TABLE OF CONTENT	ix
LIST OF TABLE	xiii
LIST OF FIGURES	xiv
LIST OF APPENDICES	xv
ABSTRACT	xvi
ABSTRAK	xvii
CHAPTER I	18
INTRODUCTION	18
1.1. Research Background	18
1.2. Focus of the Research	23
1.3. Formulation of the Problem	24
1.4. Problem Limitation	24
1.5. The Advantages of the Research	24
CHAPTER II	26
REVIEW OF RELATED LITERATURE	26
2.1. Previous Research	26
2.2. Theoretical Review	41
2.2.1. Evaluation	41
2.2.1.1. Definition of Evaluation	41
2.2.1.2. Techniques of Evaluation	41
2.2.1.3. Purpose of Evaluation	42
2.2.2. Human Resource Management	43
2.2.3. Development	46
2.2.3.1. Definition of Development	46
2.2.3.2. Method for Management Development	47
2.2.4. Islamic Leadership	48
2.2.4.1. Definition of Leadership	48
2.2.4.2. Definition of Leadership in Islam	49
2.2.4.3. Islamic Leadership Principles	49
2.2.4.4. Self-Leadership Training	51

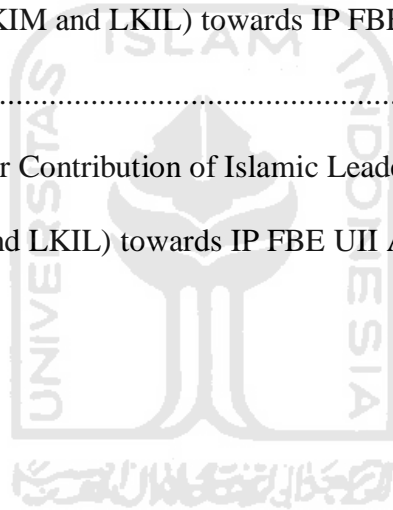
2.2.4.5.	Intermediate Islamic Leadership Training (<i>Latihan Kepemimpinan Islam Menengah</i>)	52
2.2.4.6.	Advanced Islamic Leadership Training (<i>Latihan Kepemimpinan Islam Lanjut</i>)	53
2.2.4.7.	Islamic Leadership Training and its Influences on the Trainee	53
2.2.5.	Human Development	54
2.2.5.1.	Human Resource Development	54
2.2.5.2.	The Goal of Human Development	55
2.2.5.3.	Human Resource Performance	57
2.2.6.	Alumni	58
CHAPTER III		59
RESEARCH METHODOLOGY		59
3.1.	Research Approach	59
3.2.	Participant	59
3.3.	Research Location	61
3.4.	Sample Size	61
3.5.	Source of Data	62
3.6.	Data Collection	62
3.6.1.	Data Collection Method	62
3.7.	Documentation	66
3.8.	Data Analysis	67
3.8.1.	Analysis pre-research	67
3.8.2.	Analysis on the process of research	67
3.9.	Data Validity	69
3.9.1.	Data Credibility	69
3.9.2.	Data Transferability	70
CHAPTER IV		71
THE UNDERSTANDING OF ISLAMIC LEADERSHIP TRAINING (SLT, LKIM, AND LKIL) OF IP FBE UII ALUMNI		71
4.1.	Introduction	71
4.2.	Findings	71
4.3.	Understanding of SLT	73
4.3.1.	Helping the students to do self-recognition and self-understanding	73
4.3.2.	Understanding the false spread paradigm	75
4.3.3.	Helping the students to design the future	75
4.3.4.	Helping the students to combine both their logic and hearts	76
4.4.	Understanding of LKIM	76

4.4.1. Leadership training with addition of Islamic Value	76
4.4.2. Training the participants of Organizational Behavior	77
4.5. Understanding of LKIL.....	78
4.5.1. Creating Good Leaders with Islamic Value	78
4.5.2. Preparing the Participants to Facing Professional World	78
4.6. Summary.....	79
4.7. Discussion.....	81
CHAPTER V	85
THE PROCESS AND EXECUTION OF ISLAMIC LEADERSHIP TRAINING (SLT, LKIM, AND LKIL)	85
5.1. Introduction	85
5.2. Findings	85
5.3. Process and Execution of SLT.....	87
5.3.1. Training location provided limited mobility	87
5.3.2. Tight schedule of training session.....	87
5.3.3. Good facilities were provided in the training	87
5.3.4. Some practice session were provided to support the training	88
5.3.5. Some sessions were not very joyful for the participants	89
5.4. Process and Execution of LKIM	89
5.4.1. Lack of Practical Session	89
5.4.2. Good facilities were provided in the training	90
5.4.3. Some of the speakers did not deliver enjoyable speeches	91
5.5. Process and Execution of LKIL	91
5.5.1. Lack of Practical Session	91
5.5.2. Good Facilities were provided in the Training.....	92
5.5.3. Training Session Filled with Inspiring Speakers	92
5.5.4. Speaker with more Islamic Knowledge should be invited	93
5.6. Summary.....	93
5.7. Discussion.....	95
CHAPTER VI.....	100
THE IMPACT OF ISLAMIC LEADERSHIP TRAINING SET (SLT, LKIM, AND LKIL) ON IP FBE UII ALUMNI.....	100
6.1. Introduction	100
6.2. Findings	100
6.3. Impact of SLT.....	102
6.3.1. Gaining self confidence	102
6.3.2. Enhancing Social Involvement	102

6.3.3. Developing Self-honesty and recognition	102
6.3.4. Increasing Tolerance	103
6.4. Impact of LKIM	104
6.4.1. Giving no significant impact	104
6.4.2. Developing positive bahvior	104
6.4.3. Getting inspiration from the speakers	105
6.4.4. Obtaining knowledge of Islamic Leadership	105
6.4.5. Getting the view of the future life	105
6.5. Impact of LKIL	105
6.5.1. Changing in Personality	105
6.5.2. Helping the Participants to From Life Principle	106
6.5.3. Obtaining Knowledge about the Professional World	106
6.5.4. Obtaining the Personal Idea of Future Vision	106
6.5.5. Changing of way of Thinking, Islamic View, and Knowledge	107
6.6. Summary	107
6.7. Discussion	110
CHAPTER VII.....	116
CONCLUSION AND RECOMMENDATION.....	116
7.1. Conclusion	116
7.2. Limitation and Recommendation	118
REFERENCES.....	119
APPENDICES.....	123

LIST OF TABLE

Table 2.2. Table of Journals	32
Table 3.1. Interview Schedule.....	64
Table 4.1. Data Display for the Understanding of Islamic Leadership Training (SLT, LKIM and LKIL) towards IP FBE UII Alumni Development.....	81
Table 5.1. Data Display for the Process and Execution of Islamic Leadership Training (SLT, LKIM and LKIL) towards IP FBE UII Alumni Development.....	94
Table 6.1. Data Display for Contribution of Islamic Leadership Training (SLT,LKIM, And LKIL) towards IP FBE UII Alumni Development	110



LIST OF FIGURES

Figure 4.1. Data Display for the Findings of Islamic Leadership Training Understanding.....	72
Figure 5.1. Data Display for the Findings of Islamic Leadership Training Process and Execution.....	86
Figure 6.1. Data Display for the Findings of Islamic Leadership Training Impact	101



LIST OF APPENDICES

Appendix I DATA SIMPLIFICATION TABLE.....	123
Appendix II Data Display.....	135
Appendix III Interview Transcript.....	138



ABSTRACT

The study aimed to analyze the role of Islamic Leadership Training Program on the alumni of International Program Faculty of Business and Economics Universitas Islam Indonesia (IP FBE UII). The set of program that become the objects of the study are Self Leadership Training (SLT), Intermediate Islamic Leadership Training also known as *Latihan Kepemimpinan Islam Menengah* (LKIM), and Advanced Islamic Leadership Training also known as *Latihan Kepemimpinan Islam Lanjut* (LKIL). These training are perceived as tools for the alumni to develop their skills and character, enhancing their social involvement, and changing their way of thinking. In this research, the writer used a qualitative method and gathered the data by interviewing the participants of the leadership training program who are the former students of IP FBE UII. The result of the research showed that all of the training have different roles in developing the participants' character i.e. as a character and knowledge builder where the training point out tolerance, selfcare, and knowledge improvement in each session as well as introducing the professional world to the participants in order to prepare themselves for after-college phase. SLT and LKIL showed great influence on the participants' development while LKIM did not show significant impact on the students' self-development. This research also shows that the set of Islamic Leadership Training affects the alumni in many different ways, such as; giving them the ability to do life goals set, adding more Islamic leadership knowledge, shaping Islamic view, attitude, and life principles set.

Keywords: Islamic Leadership Training, Alumni, Impact, Development

ABSTRAK

Penelitian ini bertujuan untuk menganalisis peran Islamic Leadership Training (Pelatihan Kepemimpinan Islam) terhadap alumni International Program Universitas Islam Indonesia. Rangkaian program pelatihan yang dijadikan objek penelitian adalah Self Leadership Training (SLT), Latihan Kepemimpinan Islam Menengah (LKIM), Latihan Kepemimpinan Islam Lanjut (LKIL). Pelatihan ini dianggap sebagai alat oleh para alumni untuk mengembangkan kemampuan dan karakter mereka, meningkatkan peran mereka di lingkungan social, dan merubah cara pandang mereka. Pada penelitian ini, penulis menggunakan metode kualitatif dan mengumpulkan data dengan cara menginterview beberapa peserta pelatihan kepemimpinan yang merupakan alumni IP UII. Hasil penelitian menunjukkan bahwa setiap pelatihan kepemimpinan memiliki perannya masing – masing dalam mengembangkan karakter dari peserta pelatihan, dengan kata lain pelatihan ini membangun karakter dan pengetahuan mereka karena ada beberapa hal yang sangat ditonjolkan pada pelatihan ini seperti toleransi, kepedulian terhadap diri sendiri, pengembangan pengetahuan serta sebagai tempat pengenalan untuk dunia profesional yang penting untuk masa setelah kuliah . SLT dan LKIL menunjukkan peran yang sangat besar dalam perkembangan pribadi peserta sedangkan LKIM tidak menunjukkan peran yang signifikan dalam pengembangan diri peserta pelatihan. Penelitian ini juga menunjukkan bahwa rangkaian pelatihan kepemimpinan islam memberikan pengaruh terhadap alumni dengan cara yang berbeda – beda, seperti memberikan mereka kemampuan untuk menyusun tujuan hidup, memberikan pengetahuan mengenai kepemimpinan islam, membentuk cara pandang yang islami, perubahan sikap, dan pembentukan prinsip hidup.

Kata Kunci: Islamic Leadership Training, Alumni, Pengaruh, Pengembangan

CHAPTER I

INTRODUCTION

1.1. Research Background

Based on the Value of Training by IBM Corporation (2014), training is one of the most important tools used by organizations, companies, and educational institutions use to elevate their intellectual assets (members, employees, and students) so that their skills and characters are improved. Organizations and companies now are in a race to create good quality human resources. In order to do that, they usually prepare a set of programs to train their human resource such as leadership training, soft skills training, and some other training. Therefore, this kind of training is commonly conducted in companies or organizations.

What about in universities? Not all of the universities in Indonesia conduct some sort of training even though it is actually important. The majority of universities in Indonesia direct their students to do internships instead of training. International Program Faculty of Economic Universitas Islam Indonesia is one of the universities that provide a set of trainings aimed to shape the individuals' personal character, skills, attitude, and Islamic knowledge values.

In the beginning of the establishment of International Program Universitas Islam Indonesia (UII) in 1996, nurturing the students with complex skills and values became one of the most important goals in order to create outstanding graduates who are professionals in their fields. IP UII has already proven that it has the ability to create such students by seeing the data of the graduates' employment seeking period which is only less than one

semester. The students are well prepared when they are taught in IP UII and equipped with various character-building programs. These programs are provided by Global Leadership Program Universitas Islam Indonesia to help the students to grow and be brave enough to keep up with the challenges they might face after they graduated. According to IP UII, there are five basic characteristics that the students aimed have, they are; academic knowledge, innovative leadership, entrepreneurial talent, competence, and global experiences. To gain all of them, IP UII has Global Leadership Program (GLP) that develops several programs to prepare the students with noble character. GLP arranged a series of activities that should be joined by the students of IP UII which include both indoor and outdoor activities throughout their first to seventh semester. The programs are as follows; Bridging Program 1 & 2, Leadership Training (Self Leadership Training, Intermediate Islamic Leadership Training, and Advanced Islamic Leadership Training), Outbound Management Training 1,2 & 3, and Bridging Your Career. Based on the Global Leadership Program (GLP) team, all sets of the training are compulsory for all of the IP students except for Outbound Management Training 2 and 3.

Based on Linando, et. al., (n,d) there are several skills that are meant to be instilled in the individuals of IP UII students through the training such as professional behavior, good literacy, creative thinking, global understanding, and good communication. They also stated that by having mentioned skills, the IP UII students will be able to develop themselves well in the environment. As a result, programs conducted by IP FBE UII can help the Alumni in order to see the meaning of development. In order to achieve

the effectiveness of Leadership Development, it is important to do leadership development continuously through management training with the complements of continuous learning strategy (Leadership Development is more than Leadership Training, 2019).

There are many other training related to the development of students' leadership and skills that are conducted lately. In Universitas Indonesia for instance, there is an Islamic training as well for the student. The training is conducted by Forum Remaja Masjid Ukhuwah Islamiyah Universitas Indonesia (FRM UI). The training has a purpose to increase the spirit of the students to contribute to society, shape a view that is in line with Islamic value, and increase the ability to face the problems of life based on the Islamic value (Surya, 2014). Another example is the Islamic Leadership Training conducted by An – Nahl Islamic School. Based on an article published on September 21st 2018 in annahl-islamic.sch.id, leadership is the skill that needs to be mastered by an individual because everyone is perceived as a leaders who has to be responsible for what he/she is doing in daily life. The training agenda is important according to the organizer because it can help the students to learn and implement leadership skills that they have gained in the training.

Considering the importance of the training, in this paper, the researcher is going to focus on one of Leadership Training sets provided by Global Leadership Program (GLP), Office of International Affairs Universitas Islam Indonesia, i.e. Islamic Leadership Training Program. It is a series of programs that consists of three different trainings; Self Leadership Training (SLT), Intermediate Islamic Leadership Training (LKIM), and Advanced Islamic Leadership Training (LKIL).

Self-Leadership Training is a program that trains the students to be aware of themselves. In this training the students were designed to recognize their weaknesses and strengths. Moreover, through this training the students were taught to manage their plans for the future. They were instructed to see their future through this program by knowing their weaknesses and strengths.

After Self Leadership Training, the students were directed to join the next level of leadership training; Intermediate Islamic Leadership Training. In this training, the students were taught and introduced to the concept of leadership. Here, the students were introduced to the principles of leadership called **scientific charity and charitable knowledge**. These concepts and principles are very well-known among UII students as *Beramal Ilmiah*, *Berilmu Amaliah*. In this training, the students were given the examples of a good leader. A good leader that is usually taught in this training is a leader who can apply their knowledge of some particular fields and Islamic values in a real society, organization or company.

In completing the series of leadership training, the students are obligated to join the final leadership training; Advanced Islamic Leadership Training. Advanced Islamic Leadership Training gives the opportunity for the students to make interactions with national leaders invited to the training. This kind of training is held in order to improve the knowledge of the students related to leadership, values, and skills. In Advanced Islamic Leadership Training, the students were given the opportunity to enrich their experience and horizon about being a leader so that it will touch and inspire them in some way.

Even though the programs sound very beneficial for the students, the

students now are well aware that these programs are no longer available. There was no concrete reason for why these programs no longer exist to help the students in developing their personal character. It could be a problem since the majority of the students are still expecting to have these programs to help them develop. The output of IP UII that has gone through the programs and those who did not receive the programs in their batch could be different.

It is confirmed that GLP had conducted an evaluation related to Leadership Training Programs. Since each program has different purposes and methods, the opinions regarding each program are diverse. The first evaluation is about the Self-Leadership Program. It is the first leadership training that the students should join in the beginning of their university life.

“The situation of Self Leadership Training gave the students a better chance to interact with the other students and their facilitators. However, the activity of SLT was kind of boring because there were a lot of materials which were too general but they were quite beneficial. The materials related to leadership and group activities were fun and gave them really good memories. “(GLP Evaluation, 2018)

The other opinion regarding SLT was gathered and the participants thought that SLT was just some kind of activity that combines materials and games therefore it was not affecting them in real life. They were just thinking like SLT was just a requirement for them to pass the international program.

It was mentioned that each program has different responses by the students. In GLP evaluation, it is mentioned that “In LKIM the students received many lessons compared to SLT. The participants thought that it gave them more meaningful and beneficial memories. They were taught to get to know themselves, their strengths, and weaknesses.” The other response is quite different with the first one. The students were taught to understand God

and remind them of their Islamic values. The material is considered to be too difficult because it requires extra understanding to understand the content of the material.

Advanced Islamic Leadership Training has gained various responses as well. The students thought that this activity was good enough but there were some things that needed to be fixed. The material delivered by the speakers was not that interesting. The presentation slides were not clear enough to explain the exact points which did not attract the interest of the students. Generally, the students thought that this training should be fixed in terms of methods given in training.

1.2. Focus of the Research

Based on the opinions gathered by the GLP from the evaluation in 2018, it can be seen that each training gave different impacts to the students. GLP had conducted a Focus Group Discussion to discuss all of the training conducted for IP UII students including the set of Islamic Leadership Training. There were 10 participants who were discussing everything related to the training. Most of the participants thought that SLT, LKIM, and LKIL were very helpful for them to understand themselves, improve their understanding of leadership and religion, and give them insights about life and get the chance to make interaction with national leaders that were invited to the training. With the elimination of these training that are no longer available in 2020, discussing this leadership training is quite interesting. Through this research, the writer wants to focus on how the Alumni see the programs which they have gone through and how it affects them today. Since the programs were set and ran for some time, it is important to see how the participants actually feel

about the program where hopefully, it can be taken into account by the Office of International Affairs of Universitas Islam Indonesia.

1.3. Formulation of the Problem

1. How well do the Alumni of IP FBE UII understand Islamic Leadership Training programs?
2. How is the process or execution of Islamic Leadership Training programs according to the alumni of IP FBE UII?
3. What is the role of Islamic Leadership Training programs on the Alumni's personal development?

1.4. Problem Limitation

In conducting this research, there are several limitations that apply starting from the object of the research. In this research, the writer did not take all the Alumni of International Program Faculty of Economic Universitas Islam Indonesia. There were several Alumni of IP FBE UII as samples. Moreover, it was only conducted in Universitas Islam Indonesia. Since these limitations existed in conducting this research, the result later might not represent the behavior of all the Alumni and the student of International Program Faculty of Economic in Universitas Islam Indonesia or in Yogyakarta. Moreover, not all of the training conducted in IP FBE UII is discussed in this paper. The writer takes, discusses, and analyzes one of several sets of training in IP FBE UII, Islamic Leadership Program.

1.5. The Advantages of the Research

This research hopefully can give advantages for the following parties;

1. For the Writer

For the writer who conducts this research, hopefully it can be

beneficial in order to develop the knowledge that the writer has. Moreover, through this research, the writer wishes to get to know better about what the writer has learnt in the class and how the condition in the field so that everything that the writer received in the class can be transformed into advantageous actions in the future.

2. For the Academician

For the academician, hopefully the research that the writer conducts can be used as one of the references that he or she might use in the future if there will be another research conducted by him or her.

3. For the universities

For the universities, hopefully this research can be one of the listed concerns that they may take into action, so that in the future everything that is written in this research can be fixed or developed.

4. For related institutions

It is expected that related institutions such as the government and labor department can take this research as one of the references or the sources to develop the existing condition today.

CHAPTER II

REVIEW OF RELATED LITERATURE

Training is conducted by particular institutions in order to shape the people to be individuals who are useful not only for one self but also for the institutions. Training is perceived to be positive by most people and researchers as it is stated in Hashi & Bashiir (2009) that improving the human capital can be done by doing training and education (formal and informal education). They mentioned in his writing that both of these ways are important to be conducted because they can help in improving the individual productive skills and talents. Orak (2016) said that theory without practice and practice without theoretical guidance will not succeed that the realization of one of them is not possible. Through training, the trainee will move from one behavior to the stage of perfection and better than previous behavior (Shokuhi (1994) in Orak (2016)).

2.1. Previous Research

a. Exploring the Impact of Shariah Training on Islamic Banking Employees in Pakistan

This journal was written by Syed Ahmad Ali, Azura Omer, and Arif Hassan which was published in July 2017. The journal aimed to see the need and importance of Shariah training for the Islamic banking employees in Pakistan. It also talked about the effect of the training on the attitude and commitment of the employees. The methodology used in this journal is a qualitative approach through semi-structured interviews. From the interviews and approach the

writers found that how the employees perceived that Shariah training is important for them in order to work and run the Islamic banking operations.

b. Integrating Vocational Training in Culinary Arts and Islamic Studies at Juvenile Rehabilitations Centres: Malaysian Experience

The paper was written by Ahmad bin Esa, Berhannudin MohdSalleh, and Nor Haerani Mohamad and published in 2017. It talks about the effectiveness of developed culinary vocational training and Islamic education at JRCs Malaysia. The writers did a descriptive survey for the respondents that are chosen by their ages, genders, and marital status. It resulted in the statements of the respondents stating that the results of the culinary and Islamic training is positive for them. Moreover, they also stated that they need the integrated culinary vocational training and Islamic education at the center.

c. Islamic Perspective on Training and Professional Development

This paper was written by Abderrahman Hassi and published in 2012. This paper has the purpose to see the ideal training and development from the Islamic point of view. Since the paper is a conceptual paper, it works by reviewing other papers that talk about training and development through Islamic point of view. It resulted that in case of training and development, Islam emphasizes them more on the practical wisdom and translating theoretical insights into practices and behavior.

d. Influences of Islamic Practices on Small Firm Performances: A Study

in North Sumatera

This paper was written by Ahmad Rafiki and Kalsom Abdul Wahab and published in 2013. This paper explored the effect of certain variables on the firm's performance. There are around ten independent variables chosen for this research and one of them is training while performance is the only dependent variable. The research used evidence-based positivism and deductive hypothesis testing methods. After conducting the research, they found out that all the independent variables categorized as Islamic captures are positively related to the firm's performance.

e. Factors Influencing Products' Knowledge of Islamic Banking

Employees

This paper was written by Tengku Wasimah Raja Harun, Rosemaliza Ab Rashid, and Abu Bakar Hamed. It aimed to see the relationship between underlying principles, religiosity, and training of Islamic banking employees. It used questionnaires for data collection and were filled by 150 employees of Islamic banking in northern Malaysia. The research shows that there is a significant impact of underlying principles and training on the knowledge of the Islamic banking employees.

f. Relationship between Islamic Human Resource Management (IHRM) Practices and Trust: An Empirical Study

This journal was written by Nik Mutasim Nik Ab Rahman, Mohamad Adnan Alias, Sharmin Shadid, Mohamad Abdul Hamid, and Syed Shah Alam and published in 2013. The paper has the

purpose to explore Islamic human resource management in an organization. To collect the data, the researchers took 236 employees of Islamic bank and then put the collected data on a cross-sectional research design. The findings show that knowledge and practices of Islamic principles are significantly affecting trust that exist in the organization.

g. Islamic Human Resources Practices and Organizational Performance (Some Findings in Developing Country)

This paper was written by Ilhaamie Abdul Ghani Azmi and published in 2015. It has the purpose to assess the relationship between Islamic human resource practices and organizational performance. The researcher used questionnaires for collecting the data and took 300 Islamic organizations in Malaysia as the sample. After collecting and processing the data, the writer found out that there is one Islamic human resource practice called training and development practice that gives positive and significant impact to the organizational performances.

h. Religious Education and Training in Developing Future Human Resource Professionals: Views from Experts and Teachers

This paper was written by Rahim M. Sail, Khadijah Alavi, Lukman Abdul Mutalib, Anwar Ahmad, Shamsul Shah Tarjo, and Nor Ellina Abdul Razak, and published in 2013. It has the purpose to see the view of the future human resource professional's development through the eyes of experts and teachers. To gather the data, the researchers conducted a qualitative method and used

interviews with the participants who are 8 Islamic experts and 12 Islamic teachers. The result says that the practices of human resource professionals can be strengthened by implementing Al-Qur'an and Hadiths, and one of the ways to put the concepts to the professionals is by giving out training with Islamic concepts.

i. Islamic Perspective of Leadership: A Role Model for Today's CEOs

This paper was written by Muhammad Yousaf Jamil and published in 2015. The purpose of the paper is to define the attributes of leadership as shown by the Holy Prophet (SAW) and identify the conceptual framework for effective leaders. The writer took Quranic verses, the life of the Prophet (SAW), and some practical examples of business empires in the world as the basis of its research and created the conceptual framework from them. There are several important attributes that need to be mastered by leaders in Islam such as firmness, truthfulness, reliability, selflessness, ethics, loyalty to the organization or institution, passion, moderation, humility, fairness, and mercy.

j. A Study of Islamic Leadership Theory and Practice in K-12 Islamic Schools in Michigan

This writing was written by Adnan Ibrahim Aabed and published in 2006. In this paper, the writer explained about leadership approaches used by the school principal and how the leadership approaches can be influenced by Islamic leadership principles. The writer used 12 Islamic schools in the state of Michigan for completing the study. There are face to face interviews conducted by the

researchers in order to obtain the data related to the leadership approaches, trait, style, and principles. The result shows that the leadership in Islamic schools in Michigan needs to be improved and the need of training in order to improve the communication and relationship engagement with parents.

k Optimizing the Millennial Role in Communities with Islamic Leadership Training

This research paper was written by Muhammad Rizqi Hidayat and Tulaihah Ning Safitri, published in 2019. The paper has the purpose to identify and determine the effect of Islamic leadership training on the character of millennials in the society. The writers used a qualitative descriptive approach in order to find out the research answer. There are 28 respondents used as the sample for the research and observation, questionnaires as well as documentation were made for obtaining the data. From the research, it can be concluded that Islamic leadership training can give significant influence on the characters of the millennial where it may affect their role in the society.

2.2. Table of Journals

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
1.	Ali, S. A., & Hassan, A. (2017). Exploring the Impact of Shariah Training on Islamic Banking Employees in Pakistan. <i>Journal of Islamic Banking and Finance</i> , 34(2), 1-112.	The journal aimed to see the need and importance of Shariah training for the Islamic banking employees in Pakistan. It also talked about the effect of the training on the attitude and commitment of the employees.	Qualitative approach through semi-structured interviews.	It was found that how the employees perceived that Shariah training is important for them in order to work and run the Islamic banking operations.
2.	Esa, A., Salleh, B., & Mohamad, N., H. (2017). Integrating Vocational Training in	This research has a purpose to identify the	Descriptive survey	The results of the culinary and Islamic

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
	Culinary Arts and Islamic Studies at Juvenile Rehabilitation Centers: Malaysian Experience. <i>Journal of Technical Education and Training</i> , 9(1), 100 – 112.	effectiveness of developed culinary vocational training and Islamic education at JRCs Malaysia.		training is positive for them. Moreover, they also stated that they need the integrated culinary vocational training and Islamic education at the center.
3.	Hassi, A. (2012). Islamic Perspective on Training and Professional Development.	This paper has the purpose to see the ideal training and development for the Islamic point of view.	Paper review	It resulted that in case of training and development, Islam emphasizes them more on the practical

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
				wisdom and translates theoretical insights into practices and behavior.
4.	Rafiki, A., & Wahab, K., A. (2013). <i>Influences of Islamic Practices on Small Firm Performances: A Study in North Sumatera</i>	This paper explored about the effect of certain variables on the firm's performance	Evidence-based positivism and deductive hypotheses testing methods	They found out that all the independent variables that categorized as Islamic captures are positively related to the firm's performance.
5.	Harun, T., W., R., Rashid, R., A., &	It aimed to see the	Questionnaires	The research shows

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
	Hamed, A. B. (2015). Factors Influencing Products' Knowledge of Islamic Banking Employees. <i>Journal of Islamic Studies and Culture</i> , 3(1), 23-33.	relationship between underlying principles, religiosity, and training of islamic banking employees.		that there is a significant impact of underlying principles and training on the knowledge of the Islamic banking employees.
6.	Rahman, N., M., N., A., Alias, M., A., Shadid, S., Hamid, M., A., & Alam, S., S. (2013). Relationship between Islamic Human Resource Management (IHRM) Practices and Trust: An Empirical Study.	The paper has the purpose to explore Islamic human resource management in an organization	Cross-sectional research design	The findings show that knowledge and practices of Islamic principles are significantly affecting

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
	<i>Journal of Industrial Engineering and Management</i> , 6(4), 1105-1123			trust that exist in the organization.
7.	Azmi, I., A., G., A. (2010). Islamic Human Resources Practices and Organizational Performance (Some Findings in Developing Country). <i>Journal of Global Business and Economics</i> , 1(1), 27-42.	It has the purpose to assess the relationship between Islamic human resource practices and organizational performance.	questionnaires	The writer found out that there is one Islamic human resource practice called training and development practice that gives positive and significant impact to the organizational performances.

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
8.	Sail, R., M., Alavi, K., Mutalib., L. A., Ahmad, A., Tarjo, S., S., & Razak, N., E., A. (2013). Religious Education and Training in Developing Future Human Resource Professionals: Views from Experts and Teachers. <i>Jurnal Hadhari</i> , 5(1), 77-89.	It has the purpose to see the view of the future human resource professionals development through the eyes of experts and teachers.	qualitative method	The result says that the practices of human resource professionals can be strengthened by implementing Al-Qur'an and Hadiths, and one of the ways to put the concepts to the professionals is by giving out training with Islamic concept.

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
9.	Jamil, M., Y. (2015). Islamic Perspective of Leadership: A Role Model for Today's CEOs	The purpose of the paper is to define the attributes of leadership as shown by the Holy Prophet (SAW) and identify the conceptual framework for effective leaders		There are several important attributes that need to be mastered by leaders in Islam such as firmness, truthfulness, reliability, selflessness, ethics, loyalty to the organization or institution, passion, moderation, humility, fairness, and mercy

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
10.	Abed, A., I. (2006). A Study of Islamic Leadership Theory and Practice in K-12 Islamic Schools in Michigan.	the writer explained about leadership approaches that used by the school principal and how the leadership approaches can be influenced by Islamic leadership principles	Qualitative, interview sessions	The result shows that the leadership in Islamic schools in Michigan needs to be improved and the need of training in order to improve the communication and relationship engagement with parents.

No.	Name/Year/Title of the Research/Book	Purpose of the Research	Methodology / Variable	Conclusion
11.	Hidayat, M. R., & Safitri, T., N (2019). Optimizing the Millennial Role in Communities with Islamic Leadership Training.	The paper has the purpose to identify and determine the effect of Islamic leadership training on the character of millennials in the society.	Qualitative Method	From the research, it can be concluded that Islamic leadership training can give significant influence on the characters of the millennial where it may affect their role in the society.

2.2. Theoretical Review

2.2.1. Evaluation

2.2.1.1. Definition of Evaluation

Crompton, P (1996) mentioned that evaluation is the collection of analysis and the interpretation of information related to any aspects of a program or a training in order to look at its efficiency and the outcomes of the programs. In the process of evaluation, the one who evaluates the program sees all of the factors exist in the program. Stufflebeam (2000) defined evaluation as the study that designed to help the audience to see the worth and merit of an object or program. It can be concluded that evaluation is the process to assess or see the impact, value, and worth of a program that also focuses on every factor that exists in the program.

2.2.1.2. Techniques of Evaluation

There are several techniques used in order to do evaluation of an object or program (Crompton, 1996);

a. Questionnaires

In designing the questionnaires, the evaluator is suggested to provide some spaces for the responder to answer the question in an open ended answer way. The rest of the responses can be completed through a semi structured interview which can be conducted along with the questionnaire distribution.

b. Semi - Structured Interview

By doing a semi - structured interview, the evaluator can collect more data and the elaboration of the answer if it was started by questionnaire answering.

c. Confidence Log

Confidence log refers to the use of a confidence scale that starts from **very confident** as the highest point and **no confidence** as the lowest point.

d. Observation

Observation refers to the process of evaluators see the event directly and record them in order to catch the moment of the event.

There are some other techniques as mentioned in the Practical Guide of Evaluation such as student profiles, pre and posttest, and checklist. However, some of the points mentioned above are those which are frequently used

2.2.1.3. Purpose of Evaluation

There are various purposes of evaluation, and based on Anderson in Sudjana (2000), it has the purposes to provide the inputs that related to a program so that the program can be elevated in the future. Lindblom & Twersky (2012) mentioned that there are several purposes of evaluation, they are; to help the decision making related to the program's funding, to inform the organizers about things that work and did not work in the program, and to set new priorities and targets in the

next program.

2.2.2. Human Resource Management

Byars & Rue (2006) in Jones & Barlett Learning stated Human Resource Management is a set of activities and strategies that are focused on managing employees in an organization to achieve the organization's goals.

Another definition of Human Resource Management is stated by Armstrong (2016) in O'Riordan (2017), he defined Human Resource Management as a strategic integrated and coherence approach to the employment, development, and well-being of the people in an organization. However, Boxall & Purcell (2016) stated that Human Resource Management is the process of building the workforce by the management of the organization and trying to create human performance as the organization needs.

According to Snell & Bohlander (2012), they stated that Human Resource Management is an activity of organization in terms of managing human talent in the organization to achieve the organization's goals. There are several functions of human resource management, such as planning, recruitment & selection, staffing, job design, training & development, performance appraisal, communication, compensation, benefit, and labor relations.

1. Planning

Predicting and anticipating the movement of the employee into, within and out of the organization. On the other hand, human resource planning is to determine the number of employees needed by the organization.

2. Recruitment and Selection

Recruitment is inviting or gathering the applicants who are from internal and external organizations that are suitable with the job and organization. Selection is the process of choosing the best applicant to join and work for the organization.

3. Staffing

The process of filling the position that is available in the organization by the qualified applicant.

4. Job design

Job design, which is an outgrowth of job analysis, focus on rebuilding occupations to catch the abilities of representatives, improve their work fulfilment, and upgrade an association's exhibition

5. Training and Development

Training and Development are the activities conducted by the organization on purpose to increase the skills of its employees. Training focuses on increasing technical skills of the employees in their current job. Development focuses on increasing the skills

of the employees in term of knowledge.

6. Performance appraisal

Performance appraisal is the result that collected after the managers evaluate the performance of the employees related to the requirements of their jobs and the information will be used to improve the human resource quality in the organization.

7. Communication

Process to deliver the whole human resource's function to the employees in the organization that will be aligned with the goals of the organization.

8. Compensation

Compensation is a technique used by the organization to increase the loyalty of its employees. It could be used for financial or non-financial aspects.

9. Benefit

Benefits are facilitated and/or privileged given by the organization to its employees. Benefits become the second most important aspect that is considered by the employees to accept or apply for the job in the organization.

10. Labor relation

Providing a good relationship between the management and labor union mediated by the government (law).

2.2.3. Development

2.2.3.1. Definition of Development

Nowadays, the competitiveness among organizations to control its market is very tight. Each organization should have its own uniqueness as its competitive advantage to compete with its competitors. One of the most important aspects that will differentiate the organization with its competitors is in the human resource aspect. The uniqueness in human resource aspect cannot be copied by the competitor. The quality of human resources in the organization must be different. It happens because, training and development given by each organization to its employees are different.

Development becomes one of the most important aspects that should be considered by the Human Resource department in organization. They need to have or arrange development programs that can increase the quality of their employees as their competitive advantage and differentiate them with the competitors. The definition of development can be known from many experts, such as;

According to Armstrong (2001), he stated that,

Development is improving individual performance in their present roles and preparing them for greater responsibilities in the future”.

On the other side, Katz & Kahn (1978), said that,

“Training and development are described as a maintenance subsystem, intended to improve organizational efficiency by increasing routinization and predictability of behavior”.

2.2.3.2. Methods for Management Development

1. On – the – Job Experience

According to Bohlander (2012), skill and knowledge can be achieved through several ways such as listening, observing, reading, actual practice and experience.

2. Seminars and Conference

In developing managers, seminars and conferences can be very useful to communicate ideas, policies, and procedures. They also are good to raise points of debates and discussion (which is usually with the help of qualified leader).

3. Case Study

By using documented examples, the participants in case study can learn of how to analyze and synthesize facts. This will help them to improve the participant's decision making skill which going to be very important in management.

4. Management Games and Simulations

Games are now commonly used as a management development method. It was proven that the employees who play some games are very good at assessing risks, gathering information, and making decision.

5. Role Playing

Role-playing consists of playing the roles of others so that someone can face a particular problem in other people's position. This idea will help the participants to understand the role of others with their position and introduce them to

a new understanding. Through this methods, the participants will be able to improve their ability and cope with others.

6. Behavior Modelling

Behavior modelling is one method that can help the managers to improve their interaction with employees. It also can help them to administer discipline, introduce them to changes, and increase their productivity.

2.2.4. Islamic Leadership

2.2.4.1. Definition of Leadership

Leadership in Islamic world is very important since this responsibility will be judged by both the people under the leadership and Allah SWT. Leadership in Islam is said to be a horizontal-formal relationship between human beings and vertical-moral relationship between the leader and Allah SWT.

Leadership has many definitions, such as Imam (in Al-Baqarah (2):30), Ulil Amri (in AN-Nisa (4):59), Wali, Ra'in (HR. Bukhari& Muslim), Amir, dan Rais. *UlilAmri* means an individual who gets an *amanah* to take care of other people. An individual who gets an *amanah* but does all he can to make himself rich and prosper, cannot be called as a leader. Moreover, in Islam, leader can be called as *khadim al ummahor* the people's servant. Based on this meaning, a leader should put himself in the position of serving people. Based on Kevin Kruse (2013), leadership can be defined as the process of social influence that will maximize the potential and effort of other people

towards the achievement or goals that the company or organization wants to achieve. Moreover, there are some other explanations related to how we should define leadership in the society. Leadership consists of how to develop the skill of those who have a mind that is wide opened, systemic thinking, and navigating complexity.

2.2.4.2. Definition of Leadership in Islam

Leadership refers to the process of relationship between individuals which someone inside of this system affects the other in terms of attitude, trust, and other people's attitude. In the organization, leadership is the process, attitude, and relationship that cause the organization to act in line with the rules in order to achieve the same goals. Moreover, leadership can be defined as the process to persuade other people to take a step and action in order to achieve the same goals.

Based on all of the definitions above, we can define leadership in Islam as the process of an individual's attitude based on Al-Qur'an and Hadists in order to affect the attitude and actions of someone or an organization when they move in achieving the same goals.

2.2.4.3. Islamic Leadership Principles

According to Menjadi Pemimpin Muslim Sejati (2015) there are some principles that a leader should look up to when they are given *amanah* to lead his people, they are;

- A leader does not make the people *kafir*,

Giving other people a big impact in terms of the religious lives of his people is prohibited for a leader in a society.

يَا أَيُّهَا الَّذِينَ آمَنُوا لَا تَتَّخِذُوا الْكَافِرِينَ أَوْلِيَاءَ مِنْ دُونِ الْمُؤْمِنِينَ أُرِيدُونَ أَنْ تَجْعَلُوا لِلَّهِ عَلَيْكُمْ سُلْطَانًا مُبِينًا ١٤٤

Translation: “O believers, do not take unbelievers as guardians by leaving the believers behind. Do you want to make Allah has a clear reason to torment you?” (An-Nisa, 4:144)

- *Uswatun Hasanah,*

A leader is like a mirror for his people which means that he should always be an example for people. A good leader in society should always show good attitude and action so that there will be love from the people for him. On the other hand, if the leader shows a bad attitude towards his people, the leadership and the society will be broken.

إِنَّ اللَّهَ لَا يَغْفِرُ أَنْ يُشْرَكَ بِهِ وَيَغْفِرُ مَا دُونَ ذَلِكَ لِمَنْ يَشَاءُ وَمَنْ يُشْرِكْ بِاللَّهِ فَقَدْ افْتَرَىٰ إِثْمًا عَظِيمًا -

٤٨

Translation: Surely Allah will not forgive (sin) because it associates Him (shirk), and He forgives anything (sin) other than (shirk) for whomever He wills. Whoever associates partners with God, indeed, he has committed a great sin. (Q.S. An-Nisa, 4: 48)

وَالَّذِينَ يُنْفِقُونَ أَمْوَالَهُمْ رِئَاءَ النَّاسِ وَلَا يُؤْمِنُونَ بِاللَّهِ وَلَا بِالْيَوْمِ الْآخِرِ وَمَنْ يَكُنِ الشَّيْطَانُ لَهُ قَرِينًا فَسَاءَ قَرِينًا ٣٨

- Discussion based Leadership

Translation: and (for) those who accept (obey) the call of God

and perform prayers, while their business is (decided) with deliberation between them; and they spend part of the fortune that we give them (Q.S. Asy Syura, 42: 38)

Based on the explanation above, Al-Qur'an said that when there is a problem inside of an organization or society, the solution should be discussed through discussion. All the decisions and solutions that are taken by discussion between people in the organization and society will affect the organization and society positively. The people will feel comfortable about the decision and they do not have any hard feelings about them.

- Act Justice

Justice action has a very strong relationship with honesty to himself and other people. Justice is very important for a leader that Imam Al –Mawardistated that the most important qualification somebody can be chosen as a leader is that he is an honest person or individual. Moreover, based on *Menjadi Pemimpin Muslim Sejati* (2015) In order to conduct the Islamic leadership training, there are several processes that the institutions or organization should follow such as;

- a. comprehend the training subordinates
- b. attain the perceptions and talent in order to train the subordinates; and
- c. conduct group exercise to apply the skills given

2.2.4.4. Self-Leadership Training

In this Self-Leadership Training, the students are trained and

expected to be aware of themselves. In this training, they will be trained on how to recognize strength and weaknesses of themselves and how to manage a life plan for their future. It is very important since most of the students still do not know about what to do in the future.

There are some learning points stated by the training organizer that the students will get when they join the training, they are;

- a. Understanding self-potentials and challenges as individual
- b. Determining life goals
- c. Managing time
- d. Improving self confidence
- e. Being able to conduct self-leadership before leading others as a way to be a global leader
- f. Being an independent individual

2.2.4.5. Intermediate Islamic Leadership Training (*Latihan*

Kepemimpinan Islam Menengah)

Intermediate Islamic Leadership Training (*Latihan Kepemimpinan Islam Menengah*) is one of the training set by which aimed to introduce the students to the basic principles of leadership. In Universitas Islam Indonesia, there is a basic principle of leadership that is always used by many parties called **scientific charity and**

charitable knowledge. The example of this principle is a leader who is able to apply his knowledge in the real society.

2.2.4.6. Advanced Islamic Leadership Training (*Latihan Kepemimpinan Islam Lanjut*)

Advanced Islamic Leadership Training (*Latihan Kepemimpinan Islam Lanjut*) is the last training of training set provided by International Program Universitas Islam Indonesia. This training was conducted in the form of meeting the students with chosen national leaders in order to improve their leadership knowledge, values, and skills. Moreover, through this training, the students were able to widen their experience and horizon about how to be a leader for this nation.

There were some learning points that were expected when the students of IP join this training and were stated by the training organizer, such as;

- a. have broader knowledge about Islamic Leadership;
 - b. being inspired and motivated to be national leaders who uphold Islamic values;
 - c. being able to improve their skill in leading themselves and others;
- and
- d. being able to plan their positive contribution to themselves and community around them.

2.2.4.7. Islamic Leadership Training and its Influences on the Trainee

Based on Ahmad & Razimi (2018), training and

development are designed to increase the faith of the people in God. Both of these activities should help the people to increase their level. It is also supported by Hashim (2010) in Ahmad & Razimi (2018) who stated that training and development in Islam will include many important aspects in an individual such as; intellectual, spiritual, moral, and physical. When everything mentioned increases in term of level, job satisfaction will increase as well and at the end will lead the organization to success.

Ali (2005) in Ahmad & Razimi (2018) stated that conducting training in the Muslim world relies heavily on the training conducted in the Western world. However, training and development that are conducted in most organizations are made and conducted in order to share the culture of the organization, the workplace skill, develop some working skill, creative the innovative thinking, and create the ability to solve problems (Meister, 1998 in Ahmad & Razimi, 2018).

Based on Beekun & Badawi (1999) in Haddara & Enanny (2009), in the process of conducting training, there are several layers that can indicate the progress of the training. Exercise of justice, the fulfillment of trust, the observance of righteousness, the perseverance in doing what is right, and honoring promises. All of these layers provide the methodology in training for Muslim world

2.2.5. Human Development

2.2.5.1. Human Resource Development

An article of HR Software Solution entitled What is Human Resource Development (HRD)? in 2017 mentioned that human

resource development is the activity conducted by companies in order to shape the employees' knowledge and skill so that they can meet the demand of the companies. Human resource development has a very significant position in the company since it trains the employees to learn and practice their ability in the company effectively. Through the human development training that exists nowadays, the human resource department can decrease their dependency on recruiting new talent. When the existing employees are trained very well, the empty positions that are found in the human resource strategy can be filled by the existing employees. Promotion and position shifting can show the employees that they also have a career in the company. Moreover, human resource development is one of the ways that the company can use in order to face several problems inside of the organization. Human development through training can be seen as the way where the ability of the employees can raise beyond the demand of the company.

2.2.5.2. The Goal of Human Development

What is Human Resource Development (2017) also wrote that employees with good experiences and skills can result in the increase of the ability to take the companies into competitive competition and competitive business environment changes. The goal of human development for a company is to fix the effectiveness of the employees in achieving the desired result. It is stated that the characteristics of human development is knowledge development, skill development, and attitude changing.

Besides fixing the effectiveness of the employees in achieving the company's desired goals, the other goals of human development in a company is to increase the quality of professionalism and skills of the employees in completing their responsibilities and functions in the company. This refers to how every effort that the company puts into human development training can increase the skill of every employee which at the end will result in how the responsibilities and tasks can be done more efficiently and productively than before.

Based on Manullang (2001), there are several goals of human development that conducted in many companies, they are;

- a. To increase the knowledge of the employees
- b. To increase their personal skills
- c. Personality development

Armstrong mentioned about human development in the following statement, "human resource development is related with the availability of opportunity and learning development, training development that covers planning, execution, and evaluation on these training."

To face competition in the industry, a company or organization should have tough human resources. All of them cannot be seen through individuals but it should be in one organization and synergy. In this case, the role of human resources is very important.

2.2.5.3. Human Resource Performance

Definition of Employee Performance

Rivai & Basri (2004) and Harsuko (2011) wrote that Employee performance as the result of the attitude and work of the organization's members. To measure the employee performance, there are some measurements used by the organization or company, for instance; work quantity, work quality, knowledge of the job, the ability to give out opinions, decision making, work planning, and working territory.

a. Target Performance

Target performance refers to the specific statement that explains about the exact desired goals, when and whom the goals want to be achieved with. The target performance used to cover following points, such as; performance development, employees and human development, employees' satisfaction, compensation decision making, and communication skill.

b. Performance Assessment

Performance assessment is the process used by the organization or company in order to determine whether the employees do the job as requested. Performance assessment is the systematic evaluation of other employees' jobs and the potency that can be developed. It is also said that assessment is the forecasting process of value and quality of a particular object, people, or any other things.

2.2.6. Alumni

According to *Kamus Besar Bahasa Indonesia*, alumni are the people who have finished their education in school or higher education. Alumni cannot be separated from the education cycle because they are the media between schools and campus to the global world. Moreover, Alumni bring their own function for the schools or the university in the form of academic and pragmatic for instance; updating curriculum that based on the relevancy and market demand in the industry, and continuing education which refers to how the school or university can be developed to be a media of learning for the Alumni.



CHAPTER III

RESEARCH METHODOLOGY

3.1. Research Approach

For this research, the writer used a qualitative approach. This approach was chosen to be the research approach considering the variables and actual phenomenon happening in the field. In a qualitative approach, the researcher was able to explore the phenomenon on Islamic Leadership Training in IP FBE UII. This approach was able to help the researcher to see the effect of this set of training on the IP FBE UII Alumni. More specific data and explanation are provided once the qualitative approach is completed in the research which provides the needed information regarding the topic.

Creswell (2009) stated that qualitative research can be defined as a research that is conducted in order to explore and understand the meaning of individuals in a particular problem. It is also explained that in this type of research, the final report of the data collected by the researcher is flexible in terms of structure. In this report as well, we can see the role of individuals in the problem and the effect of the problems' complexity to the individuals.

3.2. Participant

Participants are one of the most important components of a research. The participants in this qualitative research are the ones that the researcher wanted to explore deeply regarding their role in the phenomenon or problem. They are believed to be the ones who can explain the phenomenon and give understanding to the researcher about a problem.

In this research, the interviewees or participants consisted of the International Program of Faculty of Economic Alumni, who had participated in all sets of Islamic Leadership Program. Moreover, there are some considerations taken before choosing the participants of this research, they are;

- a. Interviewees are the Alumni of IP FBE UII who have completed all sets of Islamic Leadership Training Program; and
- b. Interviewees understand and remember all the sets of Islamic Leadership Training Program.

Based on the criteria of the interviewee above, the researcher has decided to take 5 (five) alumni IP FBE UII as the informant. They are:

- a. Nadya Putri. Nadya is one of the Alumni of IP FBE UII majoring Economics from batch 2015. Recently, Nadya continued her master degree at Universitas Gajah Mada Yogyakarta.
- b. Fajar Prabowo. Fajar is the Alumni of IP FBE UII majoring Management from batch 2014. Recently, Fajar had just finished his thesis exam and was currently preparing his graduation ceremony.
- c. Hilmy Ammar Raffi. Hilmy is the Alumni of IP FBE UII majoring Management from batch 2015. Recently, Hilmy has just finished his graduation ceremony and is looking for a job.
- d. Muhammad Husnul Fikri Ridhani. Husnul is the Alumni of IP FBE UII majoring Management from batch 2015. Recently, same with

Hilmy, Husnul has just finished his graduation ceremony and is looking for a job.

- e. Faris Asyrof Al Fatih. Faris is the Alumni of IP FBE UII majoring Accounting from batch 2014. Recently, Asyrof is still looking for a job.

3.3. Research Location

The researcher has decided to take Faculty of Business and Economic Universitas Islam Indonesia as the research location. Faculty of Business and Economic Universitas Islam Indonesia is located at Pawiro Kwat Street, Condong Catur, Depok, Sleman, Yogyakarta. This faculty is available at +62274881546 and fe@uii.ac.id.

3.4. Sample Size

Sample is the representative of all data provided in the field. All the data are used to gain results that wanted to be found by the researcher. Based on Cherry (2019), sample is the subset of population that used to represent the population in the research. The researcher used a sample in the research because it is not possible to collect all data from every individual in the particular areas. In this research, the researcher has chosen some individuals who have been in the set of Islamic Leadership Training to share their experiences and opinions related to the training. Since they are only some of participants of the training, it can be said that they are the sample size to this research and represent the population.

Based on some writings, a research that involves fewer participants

can result in a deeper understanding about the phenomenon or problem. However, in this research, the researcher took at least 5 Alumni of IP FBE UII who have completed their set of Islamic Leadership Training Program. There was an interview conducted related to their personal experience about the training and how it affects them after graduated from Universitas Islam Indonesia

3.5. Source of Data

Ajayi (2017) mentioned that there are two kinds of data that can fulfill the need of research, primary data and secondary data. Primary data are all the data collected by the researcher right from the sources. They can be gained through surveys, interviews, and experiments. Other than primary data, secondary data refers to the data that is already collected by the government department or the organization. For this research, the researcher used both primary data and secondary data. Primary data were collected by collecting the data right from the sources. Since the researcher wanted to see the knowledge and personal experience of the Alumni about the Islamic Leadership Training Program in International Program Universitas Islam Indonesia, collecting data right from the Alumni is the best option. Moreover, for the secondary data, the researcher gathered the needed information from the Global Leadership Program Department.

3.6. Data Collection

3.6.1. Data Collection Method

There are several ways to collect the data for qualitative

research such as interviews, observations, documentation, and audiovisual information (Creswell, 2014).

a. Interview

Interviewing is one of the ways to collect the qualitative data from the participants. According to Mathers, et. al (2001), there are several types of interviews in the qualitative research, they are;

a. Structured or Standardised Interview

In a structured interview, the interviewer will be able to ask the same questions in the same way to each of the participants or respondents. In a structured interview, the limited range can be set by the interview related to the problem, for instance; good, average, or poor. Moreover, the interviewer may ask the participants if they would want to add some comments related to his or her opinion.

b. Semi – Structured Interview

In a semi – structured interview, there will be a series of open- ended questions where it will provide the opportunities for both interviewer and participants to discuss the problem or phenomenon in order to understand the problem deeper.

c. Unstructured or in-depth Interview

In an unstructured interview, the interviewer will have the chance or opportunity to dig as much information as he or she can by giving questions and elaborate the questions based on the participants' previous answer. This

type of interview will provide a big opportunity for the interviewer to get the detail of the problems and the personal experience of the participants.

In this research, the researcher used a semi-structured interview in order to dig into the detailed information related to the experience of Islamic Leadership Training Program.

2. Interview Process

In the research, the researcher conducted a face to face interview with listed interviewee. There are some questions that have already prepared before the interview for the interviewee. Table 3.1 provides the picture of the interview.

Table 3.1
Interview Schedule

No.	Name of Interviewee	Date of Interview	Location of Interview	Interview Length
1.	Nadya Putri	December 11 st 2019	Sate Taichan Bagor Restaurant, Yogyakarta	26:36
2.	Hilmy Ammar Rafi	January 10 th 2020	Jalan Kaliurang Banteng 3 No. 19, Yogyakarta (Hilmy's House)	24:33
3.	Muhammad Husnul Fikri Ridhani	January 10 th 2020	Jalan Kaliurang Banteng 3 No. 19, Yogyakarta (Hilmy's House)	34:48
4.	Fajar Prabowo	January 15 th 2020	Koppen Coffee Shop	21:29
5.	Faris Asyrof	January 13 rd 2020	Koppen Coffee Shop	26:59
TOTAL				2:24:25

a. Interview of Nadya Putri

Nadya was interviewed on 11st December 2019 at Sate Taichan Bagor Kaliurang, Yogyakarta. The interview was conducted from 20.30 WIB – 20.56 WIB. During the interview, Nadya could answer all of the questions related to the training in the research. There were no obstacles found either to Nadya or the researcher during the interview and the interview session could be completed very well.

b. Interview of Hilmy

Hilmy was interviewed on January 10th 2020 at his house with the following address: Jalan Kaliurang Banteng 3 No. 19, Yogyakarta. The interview was conducted from 18.15 WIB to 18.39 WIB. There was no obstacle faced by both Hilmy and the researcher during the interview. The interview session could be completed very well and Hilmy can deliver very clear information related to his experience in all the training conducted by International Program Universitas Islam Indonesia.

c. Interview of Husnul

Husnul was interviewed on January 10th 2020 at Hilmy's house. The interview started at 19.00 WIB and finished at 19.34 WIB or 34 minutes of length. There was no obstacle faced in the process of interviewing Husnul. He could answer all of the questions delivered and explained his experiences very well.

d. Interview of Asyrof

Asyrof was interviewed on January 13rd 2020 at Koppen Coffee Shop. The interview started at 20.30 WIB and finished at 20.56 WIB or 26 minutes of length. There was no obstacle during the interview and the process of the interview went very smoothly. The researcher also received the information needed from this interview process.

e. Interview of Fajar

Fajar was interviewed on January 15th 2020 at Koppen Coffee Shop. The interview session started at 20.35 WIB and finished at 20.56 WIB. The researcher faced an obstacle in the process of inviting Fajar for the interview. Fajar has been running his own business in Yogyakarta that made it difficult for the researcher to find the right time to set the interview schedule and conduct it. However, the schedule was set after some virtual communication with Fajar. In the process of interview, the researcher found no obstacle and Fajar could answer all of the questions given to him and shares his experience in the training very clearly.

3.7. Documentation

Documentation refers to the media that the researcher uses in order to collect the information from the participant. In this research, the researcher used voice recording to record all of the interview sessions. All of the information recorded in this documentation is also written in the transcript that is attached into this research report.

3.8. Data Analysis

3.8.1. Analysis pre-research

Data analysis in qualitative research began before the researcher started to gather the data from the interview. The researcher looked at the data and research result of previous research and the data provided by Global Leadership Program Department of Universitas Islam Indonesia. By looking at the previous research and secondary data, the researcher is able to see the slight picture of leadership training and its influences on the participants on the writing. However, the view of training had developed as the interview and data analysis process.

3.8.2. Analysis on the process of research

Data analysis in qualitative research was conducted when the researcher was in the process of interviewing the alumni and when the data is collected. When interviewing the alumni, the researcher also came up with new questions in order to get the detailed information related to the training. The following questions that came up in the middle of the interview helped the researcher to receive a more credible answer that complemented the alumni's training experience.

Data analysis in this research covered data reduction, data display, and conclusion drawing.

a. Data Reduction

Data reduction means the data received by the researcher through interview needs to be broken down into several points to see the pattern of

the data. Data reduction helps the researcher to receive clearer data and to ease the process of the upcoming data collection (Sugioyoni, 2015). After the researcher finished interviewing all of the 5 alumni, the researchers changed the interview record into a transcript of the interview. In the process of doing data reduction, the researcher wrote down the main points from the interview, did the coding process, made the classification according to the interview results, and wrote down some main points.

b. Data Display

According to Sugiyono (2015), Data Display is the process of presenting the data in the form of table, graphic, flowchart, etc. In this research, the researcher displayed the research data in the form of diagrams. The researcher made each diagram to consist of the understanding, process, and influence of Islamic Leadership Training set. The diagram presented separately on several chapters in order to compare all of the components of each training.

c. Conclusion Drawing and Verification

The third step of qualitative research data analysis is conclusion drawing and verification. The process of conclusion drawing can be started from the process of data collection where the researcher can find the pattern of the answer related to the phenomenon. In this research, the researcher could understand the pattern of the training experience of each interviewee and this pattern changed along with the process of interview in the field.

3.9. Data Validity

According to Creswell (2009), data validity in qualitative research refers to the process of the researcher in checking the accuracy of the findings by conducting several procedures.

3.9.1. Data Credibility

Trochim (2020) stated that the credibility of the data refers to the results of the qualitative research which should be believable and credible from the point of view of the participants. For this research, the researcher used source or data triangulation and member check to conduct a data credibility test.

a. Source or Data Triangulation

Based on Carter et. al., (2014), data triangulation refers to the usage of multiple data sources in terms of time, space, and person. Source triangulation or known as data triangulation was used by collecting the data from needed sources, the participants of Islamic Leadership Training set. In this research, the researcher took some interviewees from batch 2014 and 2015. The researcher differentiated the interviewee based on batch in the university since there are some possibilities of different training execution every year.

b. Member check

Member check can be defined as data feeding back, data analysis, interpretation, and conclusion of the group where the data are obtained (Carter et. al., 2014). In the member check step, the researcher showed the

interviewee of the content of the interview to make sure that they delivered the answer correctly. In the process of member check, all of the interviewee agreed to the content of the interview.

3.9.2. Data Transferability

Based on Korstjens & Moser (2017), transferability tests can be defined as the degree of how the results can be implemented in other situations. In order to make sure the reader of this research can understand the research explanation, the researcher needs to make sure that they can see the findings on their own setting or conditions.

For this research itself, the researcher made sure that the research description is clear. Research description refers to the clear guideline of the research process, interview questions and the interview process itself. When all of the interviewee completed the interview, the researcher began to transform the data into data reduction and data display.

CHAPTER IV

THE UNDERSTANDING OF ISLAMIC LEADERSHIP TRAINING (SLT, LKIM, AND LKIL) OF IP FBE UII ALUMNI

4.1. Introduction

This chapter discusses the understanding of Islamic Leadership Training set (SLT, LKIM, and LKIL) of IP FBE UII alumni. In this chapter, there is a diagram that displays the data findings related to this discussion. All of the responses by the participants are discussed in this chapter along with the reasons of each participant.

4.2. Findings

The findings of the research on the Understanding of Islamic Leadership Training of IP UII alumni are presented in the following data display.

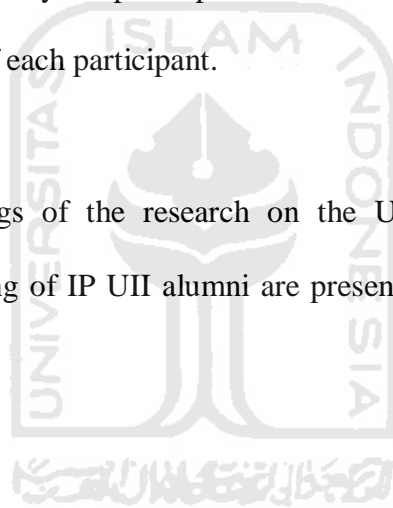
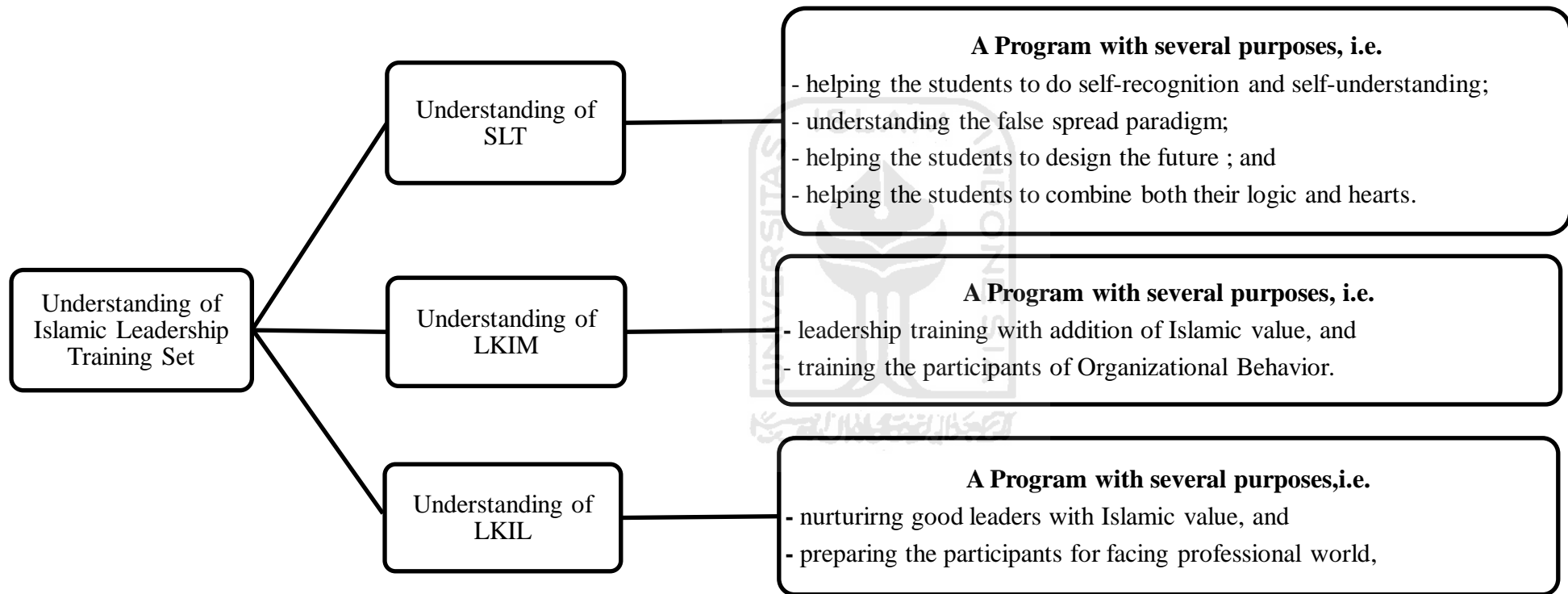


Figure 4.1. Data Display for the Findings of Islamic Leadership Training Understanding



Source: Processed Primary Data (2020)

4.3. Understanding of SLT

4.3.1. Helping the students to do self-recognition and self-understanding

Through SLT, the participants can learn how to recognize, shape, develop and understand their own self. It was mentioned by all 5 interviewees in the interview. Husnul said that this program has good purposes which helped him in understanding his own character and leading himself. He expected that the speakers that were invited to the event would be the outstanding ones that could fulfill the goal of the International Program of creating good leaders. His expectation was very high that he could get priceless value and new learning points at the beginning.

“...at that time we were taught to understand and to lead ourselves before we start to lead other people. This program has a really good purpose” (Husnul, 10/01/2020, 19.00 WIB)

Same opinions were stated by the other participants, such as Nadya, Asyrof, and Fajar. Nadya stated that this training helps the participant to understand one's character. In this program, the participants have had the chance to recognize their strengths and weaknesses. When they are capable of recognizing both their strengths and weaknesses, they will get to understand themselves better and in the long term, they will be able to know what they want for the future.

“It was a program to get to know ourselves, so we tried to find out our weaknesses and strengths.” (Nadya, 11/12/2019, 20.30 WIB)

Moreover, through this training, Nadya stated that she has got the chance to do self-assessment so that she understood how to put herself in the society. When an individual can understand himself, he will be able to put himself in an environment to interact with the other individuals because self – understanding is one of the keys to gain self confidence in the society.

“... through this training, we were able to get to know and assess ourselves.” (Nadya, 11/12/2019, 20.30 WIB)

Asyrof in the interview stated that he expected that SLT could be a program for shaping the individual's character. It is almost the same with the other interviewees' statement that said how SLT should be a program and a media for the participants to gain character understanding for the participants.

“...I expected that this training could help us to shape the students character.” (Asyrof, 13/01/2020, 20.30 WIB)

In another interview, Fajar supported the ideas by saying that this program was conducted to develop one self's character. He emphasized the word **self** in Self Leadership Training to get the understanding of this program. Since the training was called Self Leadership Training, then we it could come up with an agreement that this program was focusing on self - development and character understanding.

“... this program focuses on developing the character of an individual.” (Fajar, 15/01/2020, 20.35 WIB)

Based on the statement of Hilmy, this program was focusing on self-center, where the participants can increase their self-awareness and identify their strengths and weaknesses. It is in line with the actual event in which the participants were trained to understand themselves starting from recognizing their strengths and weaknesses to increasing the awareness of the participants.

“The training was participants oriented. The participants of the training were expected to be aware of themselves, starting from the self-recognition of strengths and weaknesses” (Hilmy, 10/01/2020, 18.15 WIB)

4.3.2. Understanding the false spread paradigm

Fajar mentioned that through this training, the negative paradigm of leadership in the environment was eliminated. The paradigm refers to the tradition of how workers should always work for the leaders where the ideal idea is that both worker and leaders should work together hand in hand to develop each other in an organization. The training shows that to be a great leader, we should first know ourselves and how to work together with people.

“We used to believe that leaders should be served but this training helped us to break this false paradigm.” (Fajar, 15/01/2020, 20.35 WIB)

4.3.3. Helping the students to design the future

Nadya mentioned that this program was conducted to help her and the others to understand themselves, so that it will bridge them to their vision about the future. Since future goals and vision are important for freshers, getting to be trained and helped in recognizing oneself and

setting future goals are considered as important points in the training.

“Understanding our strengths and weaknesses will help us to understand our future and goals after finishing our study. Whether we want to continue our study or work...” (Nadya, 11/12/2019, 20.30 WIB)

4.3.4. Helping the students to combine both their logic and hearts

Husnul stated that this training helps him to lead himself and get to know how to function both, his logic and heart. It was mentioned after he told the interviewer about his experience in the training. There was a test where the participants' empathy were tested and the result showed that most of the participants are very aware of their environments and the situation happening around them.

“In the training I can learn to understand how to lead myself and to function my logic and heart.” (Husnul, 10/01/2020, 19.00 WIB)

4.4. Understanding of LKIM

4.4.1. Leadership training with addition of Islamic Value

One of the participants of the interview, Hilmy, mentioned that LKIM is a program that was conducted in order to give understanding to the participants about leadership qualifications and the Islamic value in it. One of the religious materials that was delivered in the training was *aqidah* and then Islamic belief.

“LKIM taught us about some religious materials for instance *aqidah* and our belief.” (Hilmy, 10/01/2020, 18.15 WIB)

Husnul, in a separate interview said that LKIM is a kind of training that helps the participants to be a leader for the community.

“This training helped us in terms of leadership and we were taught of a higher leadership level.” (Husnul, 10/01/2020, 19.00 WIB)

Moreover, Fajar said that LKIM is a program that consists of a leadership training that prepares the participants to be leaders in the near future.

“At the first, I taught that it was the second step after SLT. SLT taught us about ourselves and the second training taught us about being a leader.” (Fajar, 15/01/2020, 20.35 WIB)

Being asked the same question, Nadya answered that LKIM is a program that taught the participants to not only be capable of being leaders or themselves but also for others.

“I expected that the activities are going to be how do we understand about our religion, and (how) to be leaders of ourselves and maybe for the others as well, how to interact with them with good religion ethics and values” (Nadya, 11/12/2019, 20.30 WIB)

Asyrof mentioned that LKIM would be the same as SLT that he did not know about in the first place.

“LKIM is almost the same with SLT. I participated in both programs because they were compulsory and I had no idea about the program.” (Asyrof, 13/01/2020, 20.30 WIB)

4.4.2. Training the participants of Organizational Behavior

In LKIM, the participants were trained in organizational behavior, mentioned by Hilmy in the interview. Organizational behavior refers to the behavior that we should have as an individual in the organization and as a team member in a team.

“The program trained us to think in accordance with Islamic value. We were introduced to organizational and social

behavior.” (Hilmy, 10/01/2020, 18.15 WIB)

4.5. Understanding of LKIL

4.5.1. Creating Good Leaders with Islamic Value

All of the participants mentioned that this training, LKIL, has the purpose to shape and prepare the participants to be ideal leaders with good Islamic value in the future. Nadya said that LKIL has the purpose to train and shape the participants to be a useful individual or leaders after finishing the study with good Islamic understanding and morality.

“According to me the purpose of LKIL is to prepare the participants to be useful individuals and leaders in the future that consider Islamic values and morality.” (Nadya, 11/12/2019, 20.30 WIB)

For Fajar, LKIL is a program where we learn from the leaders, especially those who have gained their success.

“LKIL is a medium for us to see the example of successful leaders.” (Fajar, 15/01/2020, 20.35 WIB)

Fajar added some more points related to his previous statement about this program saying that it taught the participants to look at the examples (the speakers) who are the types of good leaders that they should be like in the future.

“LKIL is a program where we can see the example of good and successful leaders. It provided us with leaders who have good capability of leadership and Islamic value.” (Fajar, 15/01/2020, 20.35 WIB)

4.5.2. Preparing the Participants to Facing Professional World

Husnul mentioned in the interview that LKIL is a program to train the participants in order to prepare them to face the world of work in the

future. Since the world of professionalism and work are very different with student life that only covers organization and internship stuff, LKIL provided the understanding of this world to the participants.

“The purpose of LKIL is to prepare ourselves to face the professional world since it is very different from our current experience like organization participation, internship and part time job.” (Husnul, 10/01/2020, 19.00 WIB)

Hilmy also said that LKIL is conducted in order to prepare students to be ready to face the challenges in the outside environment.

“The training helped us to prepare ourselves to be ideal individuals who are ready to compete in the professional world.” (Hilmy, 10/01/2020, 18.15 WIB)

Last but not least, Asyrof also shared the same opinions with the other participants.

“In my opinion the purpose of LKIL is to prepare the participants for their upcoming step for instance the life after graduation, life plans, and personal goals.” (Asyrof, 13/01/2020, 20.30 WIB)

4.6. Summary

a. Understanding of SLT

According to some statements of the former participants of SLT, SLT was said to be a training program for the students of IP FBE UII that allows them to recognize and understand themselves better. This program is also considered as a program to help the participants to understand about their life goals and break down some paradigms of some leadership statement.

b. Understanding of LKIM

According to the participants, LKIM was a program conducted to train the participants to enhance leadership skills by the addition of Islamic value. Moreover, it also trained the participants to nurture Organizational Behavior.

c. **Understanding LKIL**

Based on the opinions of the participants, LKIL has the purpose to introduce the participants of good leadership and prepare them to be good future leaders with strong Islamic values



Table 4.1.
Understanding of Islamic Leadership Training Set of IP FBE UII Alumni
Development

NO	Research Findings		Interviewee				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Understanding of SLT	Helping the students to do self-recognition and understanding	✓	✓	✓	✓	✓
		Understanding the false spread paradigm					✓
		Helping the students to design the future	✓				
		Helping the students to combine both their logic and hearts			✓		
2	Understanding of LKIM	Leadership training with addition of Islamic Value	✓	✓	✓		✓
		Training the participants of Organizational Behavior		✓			
3	Understanding of LKIL	Create good leaders with Islamic value	✓				✓
		Preparing the participants for facing professional world		✓	✓	✓	

Source: Processed Primary Data (2020)

4.7. Discussion

This chapter discusses the contribution of SLT to IP FBE UII alumni's development. In the process of the interview, the researcher asked the alumni about the training that covers how well they understand SLT and how far their knowledge about the purposes of the training program is. According to table 4.1, most of the alumni stated that this program was conducted in order to help the participants to recognize and understand themselves. Moreover, SLT was mentioned by one of the alumni that it helped them in designing their future

vision, breaking down the widespread paradigm about leaders, and enhancing their awareness on being able to function both their logic and hearts.

Self-recognition and understanding are the result of the alumni understanding of SLT. It refers to the ability of the participants to begin to know the strengths and weaknesses of themselves as well as understanding themselves in such a way. Some of the participants also mentioned that SLT is a program that helped them in designing their future vision. It was stated as in the training, the participants are encouraged to set their vision about the future and their life goals. The result of this research are similar to another research conducted by Skarbaliene & Snaebjornsson (2017) who stated that the leadership development program organized by the university is very useful for self-evaluation and self-recognition that consists of knowing the strengths and weaknesses of ourselves as well as leadership skills of an individual.

Moreover, breaking down the paradigm of leaders which should be served by people is one of the understanding of SLT that the researcher has received through the interview. This point means that the leaders today should not be an individual who should always be served by the people, but a leader who can understand other people and lead them in a better way. Last but not least, a program to help the participants to be able to function both their logic and hearts is one of the understandings of the training. The participants were trained to increase their empathy to others and function their heart in particular situations.

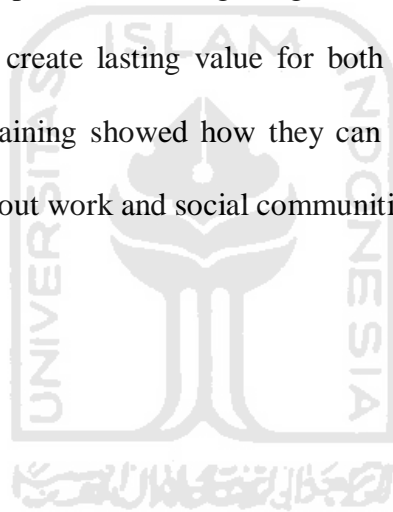
Another finding was found along the interview related to the alumni's

understanding about the second training, LKIM. The same step was conducted in the process of interviewing the alumni. The researcher dug up the information from the alumni related to how well they understand LKIM and how far their knowledge of the purposes of the training program. According to the table above, most of the alumni stated that this program was conducted in order to train the participants about leadership with addition of Islamic value and be a program that helped the participants to understand organizational behavior.

The first understanding is a program to train the students in leadership with Islamic value referring to the opinion that there will be some Islamic values regarding the leadership skills added into the training. The second understanding is that LKIM has the purpose to introduce organizational behavior to the participants where they are trained on how to treat other people in a working environment. They might include other workers, bosses, and peers. According to the qualitative assessment written by Knight, Carrese, & Wright (2007), development programs have affected the participants in organization and time management, leadership and group participation skill, the ability of giving and accepting feedback, and some other important influences. This shows how important it is to understand how we and our actions, in the future will affect both other people and the organization where we work or contribute.

Regarding the understanding of the last training in Islamic Leadership Training, all of the interviewee stated that LKIL was conducted in order to

shape the participants to be good leaders with good Islamic and leadership knowledge. There were many leaders coming from different expertise invited to the training and shared their experiences and knowledge of leadership skills in their working spaces. They demonstrated the actual characters needed as leaders in the future since it would affect their performance in the organization. Bullough et. al., (2015) wrote about the impact of entrepreneurship education and training for women who participated which resulted in how the training and education have impacted them in getting the courage to implement their training material and create lasting value for both their families and social communities. Both training showed how they can affect the participants in terms of their view about work and social communities.



CHAPTER V

THE PROCESS AND EXECUTION OF ISLAMIC LEADERSHIP TRAINING (SLT, LKIM, AND LKIL)

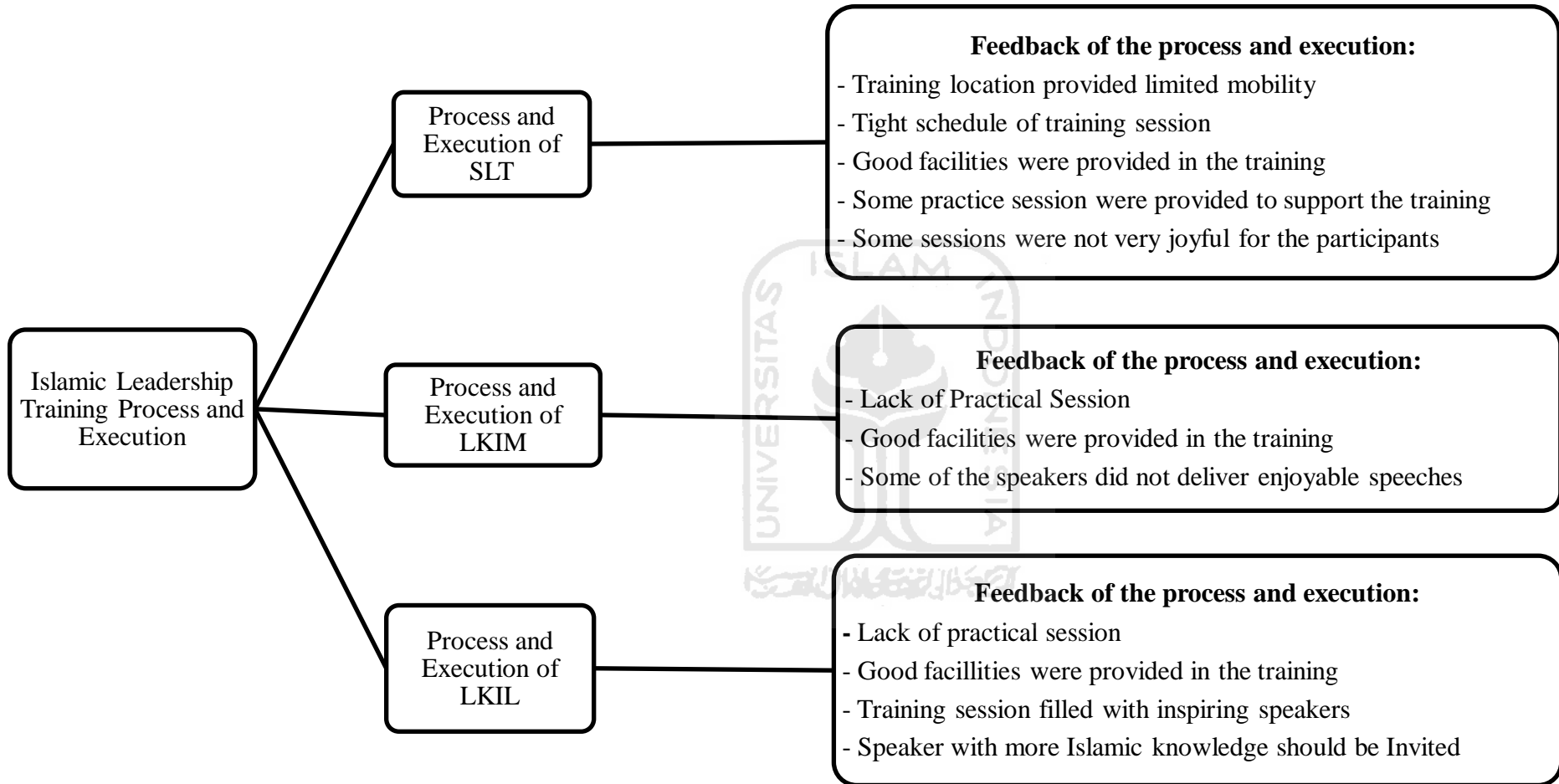
5.1. Introduction

This chapter discusses the process and execution of Islamic Leadership Training set (SLT, LKIM, and LKIL). There is also a diagram that displays the data findings related to the information collected from the alumni about the training process and execution. All of the responses by the participants are discussed in this chapter along with the reasons of each participant.

5.2. Findings

The information regarding the process and execution of Islamic Leadership Training set from the IP FBE UII alumni can be seen through the following data display.

Figure 5.1. Data Display for the Findings of Islamic Leadership Training Process and Execution



Source: Processed Primary Data (2020)

5.3. Process and Execution of SLT

5.3.1. Training location provided limited mobility

According to Fajar, the training location for Self Leadership Training was too small, he expected that this training can be placed somewhere bigger than it was. A high number of participants and event organizers compared to the training location, it can be said that the location was too small and it was very difficult for the participants to move around and enjoy the training. Since training is a very focus-needed event, the location was suggested to be moved into a larger location.

“In my opinion, the training location which was in Omah Oplos was too small. In my opinion, (my training location) was in Omah Oplos, I think it can be replaced with a bigger place.” (Fajar, 15/01/2020, 20.35 WIB)

5.3.2. Tight schedule of training session

Husnul mentioned that the training session of SLT was too tiring due to the abundance of the training session in SLT. The training sessions consist of various speeches and experience sharing sessions by the speakers, and also some practices to help the participants to understand themselves.

“I was very happy. However, since it was a training program, a lot of energy and thoughts were needed. It was fine for the training at first but when the schedule got too tight, it made us tired.” (Husnul, 10/01/2020, 19.00 WIB)

5.3.3. Good facilities were provided in the training

Hilmy mentioned how good the facilities were in SLT and

how the rules are not too tight that helped the participants to enjoy every moment in the training. Facilities are one of the most important things that the participants need in order to participate in 3 days training.

“.....The good thing is that we were provided with our personal rooms, and there were coffee or tea breaks and food as well at certain times. The participants were allowed to smoke as well so it was good, it (the rules) was not too tight...” (Hilmy, 10/01/2020, 18.15 WIB)

5.3.4. Some practice session were provided to support the training

Nadya said in the interview that in SLT she was able to get involved in the social environment and had the chance to get to know other participants. In the training, the participants in SLT were gathered and organized to do socialization through the training activities. Since the participants come from different faculties, the possibility of getting broader friendship and communication is very high.

“We were gathered in a certain group of people. We were taught to get to know other people through working on the same group with them.” (Nadya, 11/12/2019, 20.30 WIB)

Husnul, in the interview mentioned that the good moments that he felt were very unforgettable as they became the practice sessions in the training. SLT was delivered in both theoretical presentation and practice. In the practice session, the participants were asked to do some particular activities in reality and understand the materials delivered in the practice session.

“In SLT, the speakers were giving both speeches and proof. They showed the proof through the practices on the second day, I really remember this one.” (Husnul, 10/01/2020, 19.00 WIB)

5.3.5. Some sessions were not very joyful for the participants

In the interview, Nadya said that there was one boring moment in SLT. It was the time when the participants should conduct a presentation of the assignments that were given to them. As one of the practice materials, creating things and understanding about what we have created are conducted in SLT.

“When each of us were asked up to the front to explain things” (Nadya, 11/12/2019, 20.30 WIB)

In a separate interview, Husnul also mentioned that there was one moment that made SLT feel boring to him; the drawing assignment moment. Drawing assignment was conducted in order to get to know about the characteristics of the participants and how good they are at transforming their imagination into drawings. It was one of the psychological tools used in SLT back then.

“The boring moment was the time when we were asked to draw a tree. First of all, I do not like drawing, and it took my thought out a lot.” (Husnul, 10/01/2020, 19.00 WIB)

5.4. Process and Execution of LKIM

5.4.1. Lack of Practical Session

Husnul stated that the training of LKIM was a little bit boring because there were too many materials that were delivered by speeches and it was lack of practice. Too many training materials

that were delivered through speeches made the training very monotone and were not entertaining enough for the participants. The lack of practice was one of the factors that made the training felt boring because in the previous training, SLT, practices became the star of the training that excited the participants.

“The program had provided too many materials with lack of practice which made the training less interesting.” (Husnul, 10/01/2020, 19.00 WIB)

The same opinion was mentioned by Fajar as well in the interview. He supported by saying that most of the time in the training was used by the participants just for sitting on their seats and discussing things.

“The training would be better if the organizer can provide more practices.” (Fajar, 15/01/2020, 20.35 WIB)

5.4.2. Good facilities were provided in the training

Asyrof in the interview complimented the training of LKIM in terms of facilities provided for the participants. The facilities in LKIM covered transportation, food, training location, and place to stay. It was organized by the campus and they were all given positive feedback from the participants.

“There was no problem with the training process. The facilities provided that consist of food, transportation, and training location are good.” (Asyrof, 13/01/2020, 20.30 WIB)

Fajar shared the same opinion with Asyrof by commenting on the facility, especially the food provided in the training.

“It was good (food, place, and others), the place was very good this time” (Fajar, 15/01/2020, 20.35 WIB)

5.4.3. Some of the speakers did not deliver enjoyable speeches

Hilmy stated that since the materials are too universal, the speeches seemed boring, except for one speaker that really took his attention in the training.

“The materials and the speeches were too general so it did not give me a very good impression except for Mr. Yudhi Antariksa.” (Hilmy, 10/01/2020, 18.15 WIB)

Nadya said that the speakers were not capable enough of delivering the materials clearly to the participants which made the training not meet her expectation.

“Speakers are one of the most important aspects of the training. In LKIM, the speakers could not deliver the materials very well so it made the training less enjoyable.” (Nadya, 11/12/2019, 20.30 WIB)

5.5. Process and Execution of LKIL

5.5.1. Lack of Practical Session

Asyrof commented about the process and execution of LKIL that was lacking practice. He expected that there would be more interaction, games, and practice in the training that might help the training to be more joyful.

“The training felt less interesting because it is not provided with interesting interaction.” (Asyrof, 13/01/2020, 20.30 WIB)

5.5.2. Good Facilities were provided in the Training

The training was held in a day and Nadya said that there was no problem with the schedule.

“The training was scheduled for one day and it caused no issues.” (Nadya, 11/12/2019, 20.30 WIB)

Fajar also has the same opinion as Nadya about the time of the training. He said that there was no problem with the training schedule.

“There was no issues with the training schedule. The facilities are very....” (Fajar, 15/01/2020, 20.35 WIB)

In the interview, Hilmy mentioned that he was happy with the location of LKIL.

“LKIL was held in Aula Utara and I think it is the correct location to do such training. The participants had a really good time and comfortable learning session.” (Hilmy, 10/01/2020, 18.15 WIB)

5.5.3. Training Session Filled with Inspiring Speakers

Based on the interview, some participants said that the invited speakers gave inspiring speeches about their experiences. Through the experiences told by the speakers, the participants were inspired and impressed especially for their character and material transfer style.

“The speakers impressed me, he made me believe that I can do things that I always wanted to do.” (Husnul, 10/01/2020, 19.00 WIB)

“Mr. Rizal shared his experiences in the professional world and how he worked so hard for it. His personality impressed me and it made it easier for the participant to receive the materials he was delivering.” (Hilmy, 10/01/2020, 18.15

WIB)

Asyrof said that he felt very satisfied with LKIL because the organizer invited good speakers that actually graduated from Universitas Islam Indonesia and have succeeded in their own fields.

“The speakers in the training are very good and I personally feel satisfied with the program.” (Asyrof, 13/01/2020, 20.30 WIB)

5.5.4. Speaker with more Islamic Knowledge should be invited

Based on the interview with Nadya, she said that more motivating speakers should be invited because not all of the speakers show that they are good leaders with strong religious views.

“Probably this is one of the inputs that I can give for upcoming training. I expect that in the next training, the organizer can invite speakers who can demonstrate both good leadership and Islamic value.” (Nadya, 11/12/2019, 20.30 WIB)

5.6. Summary

Islamic Leadership Training consists of several training and these training are run in many different ways and settings in order to come up with expected results planned by the Global Leadership Program Department. This section talks about the process of execution of all training in the research.

a. Process and Execution of SLT

The alumni of SLT mentioned that there are some good and minus points of this training. The training was said to be very good and well settled in terms of time and rules. However, in the process of it, there are some moments when it was boring and was not executed very well.

b. Process and Execution of LKIM

During the training, it is said that the speakers were not encouraging enough and the lack of practice in the training made the training feel boring. However, the facilities such as location and food were good and there was no problem with the time of the training.

c. Process and Execution of LKIL

In the process and execution of LKIL, there were no problems with the schedule and facilities. Moreover, the invited speakers were very motivating for some of the participants. On the other hand, there were some comments related to the speakers that the organizer of the training should invite speakers that can deliver more Islamic value in their speeches and training, furthermore more practices should have been done in order to support the training.

Table 5.1.

Process and Execution of Islamic Leadership Training Set of IP FBE UII Alumni Development

NO	Research Findings		Interviewees				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Process and Execution of SLT	Training location provided limited mobility		✓			✓
		Tight schedule of training session	✓		✓		
		Good facilities were provided in the training				✓	
		Some practice session were provided to support the training	✓		✓		
		Some sessions were not very joyful for the participants	✓		✓		
2	Process and Execution of LKIM	Lack of Practical Session			✓		✓
		Good facilities were provided in the training				✓	✓
		Some of the speakers did not deliver enjoyable speeches	✓	✓			✓

3	Process and Execution of LKIL	Lack of Practical Session	✓	✓			✓
		Good Facilities were Provided in the Training		✓	✓	✓	✓
		Training Session Filled with Inspiring Speakers	✓				
		Speaker with More Islamic Knowledge Should be Invited	✓	✓			✓

Source: Processed Primary Data (2020)

5.7. Discussion

Related to the process and execution of SLT, there were positive responses and some critics. The participants mentioned that the location of training was too small that it should have been conducted in a bigger location than it was. The training session was said to be tiring as well since there are too many materials presented in the training with only limited training days, said one of the participants in the interview. If a training is conducted in a way that makes the participants tiring, there is a possibility that the training will not be effective. Compared to the similar training conducted by Skarbaliane & Snaebjornsson (2017), this training is still in need of change. The training conducted by Skarbaliane and Snaebjornsson is considered effective because it was conducted by combining training materials and games that covered the games for understanding the material itself, developing creative environment, understanding ourselves, and leadership understanding. This point is a point that SLT was not optimally covered. However, the similarity of both training is that some rules that the participant thought were good enough to make them enjoy the day of training.

The process of the training in SLT is considered helpful in the

training. In the main journal that this research uses, practices are mentioned to be very useful for the participants. Skarbaliene & Snaebjornsson (2017) mentioned that it was difficult to develop some discussion with the students after they are all given theoretical knowledge. They added that giving some practice in the training, for instance conducting some puzzle games is very useful in order to help the students understand about their own behavior. It is proven that this method can help the students to express themselves better and get to know each other better as well. SLT had provided the same method as this training where the organizer provided the combination of material delivering and training practices. There were indoor and outdoor practices in order to maximize the understanding of the participants related to the self-leadership material at that time. This was given positive feedback by the alumni since some of them mentioned the practices conducted in SLT in the interview.

Regarding the process and execution of LKIM, there were several critics given by the participants about the training. Some participants said that there was a lack of practice in training and some critics on the capability of the speakers in delivering the training material. A training that cannot bring out the best materials and delivering style will affect the understanding of the participants related to the training. This is very different compared to the training that was researched by Muswianto & Prabawati in 2018. This research mentioned that innovation in training is needed even though the participants can understand the material very well. It will give a deep understanding of the training materials for the participants and it can affect the participants very

well. The lack of practices was making the training of SLT boring, as it was said by most of the participants. One of the participants even prefers SLT compared to LKIM due to the lack of practices in the training.

Moreover, the participants also mentioned that the invited speaker should be those who can bring out enjoyable training and speeches. It is understandable because LKIM was a very long material learning that needed to be delivered in the best way so that the participant can enjoy the training and understand the materials. Agustina (2017) in her research journal mentioned that it is very important to have trainers in the training that consist of leaders because they understand how to achieve the training result that the organizer expected. The training brought out by Agustina was told as empowering, confident, enthusiastic, and inspiring for the participants. Comparing this training to LKIM, the process and execution are far from similar. If a trainer or speaker cannot bring out an enjoyable training, then there is a possibility that the training is not going to be effective for the participants because the trainer as the core of the training cannot deliver the materials very well.

However, even though this training was given critics considering how it ran, some participants still think that the facilities in the training are very good. The facilities in the training covered training location and food. Comparing the process of LKIM to the training researched by Muswianto & Prabawati (2018), the participants of both training expressed their satisfaction on facilities given in the training. In the journal, it is said that the transportation and the inn provided for them in the training are comfortable enough while in

LKIM, the participants also mentioned the good feedback regarding the facilities provided in the training at that time. It shows that facilities in the training are one of the most important parts that can determine the satisfaction of the participants. When the organizer can show good facilities, the satisfaction of the participants will be positive, and otherwise.

The process and execution of the LKIL was getting positive feedback from the alumni. The schedule and location were very fine and the invited speakers were very inspiring for the alumni. The positive feedback related to the speech brought by Mr. Rizal is one of the frequent statements coming out of the alumni. The ability of Mr. Rizal to choose the topic and deliver the speech amazed the participants that they stated of how unforgettable it was to be in the training with him. Similar feedback is also mentioned in a journal by Aini (2018), where it talks about another training conducted by Universitas Nu Sidoarjo. The participants of the training mentioned the topic and the speaker delivering style in the raining. They think that since the topic in the training was very close to their lifestyle, it made them feel interested especially by the way the speakers deliver the materials. It is the same compared to the feedback related to Mr. Rizal who talked about the world of work that was very close to the participants and his delivering style that amazed the participants at that time. However, one critic said that the invited speakers should be those who have really good knowledge of Islam so that all that they can share are not only their leadership skill but also their Islamic knowledge.



CHAPTER VI
**THE IMPACT OF ISLAMIC LEADERSHIP TRAINING SET (SLT,
LKIM, AND LKIL) ON IP FBE UII ALUMNI**

6.1. Introduction

This chapter discusses the impact of Islamic Leadership Training set (SLT, LKIM, and LKIL) on the alumni of IP FBE UII. This section presents a data display that shows the findings of all training in terms of their impact to the participants.

6.2. Findings

The findings of the research on the contribution of Islamic Leadership Training on IP FBE UII alumni can be seen through the following data display.

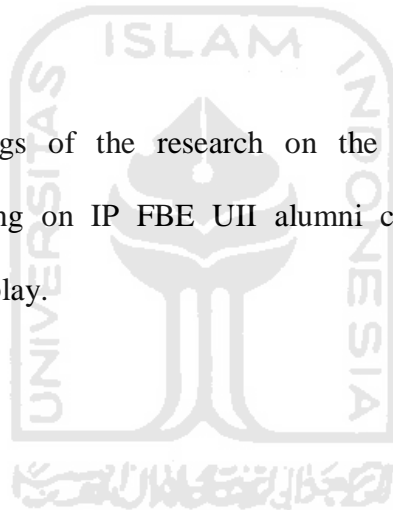
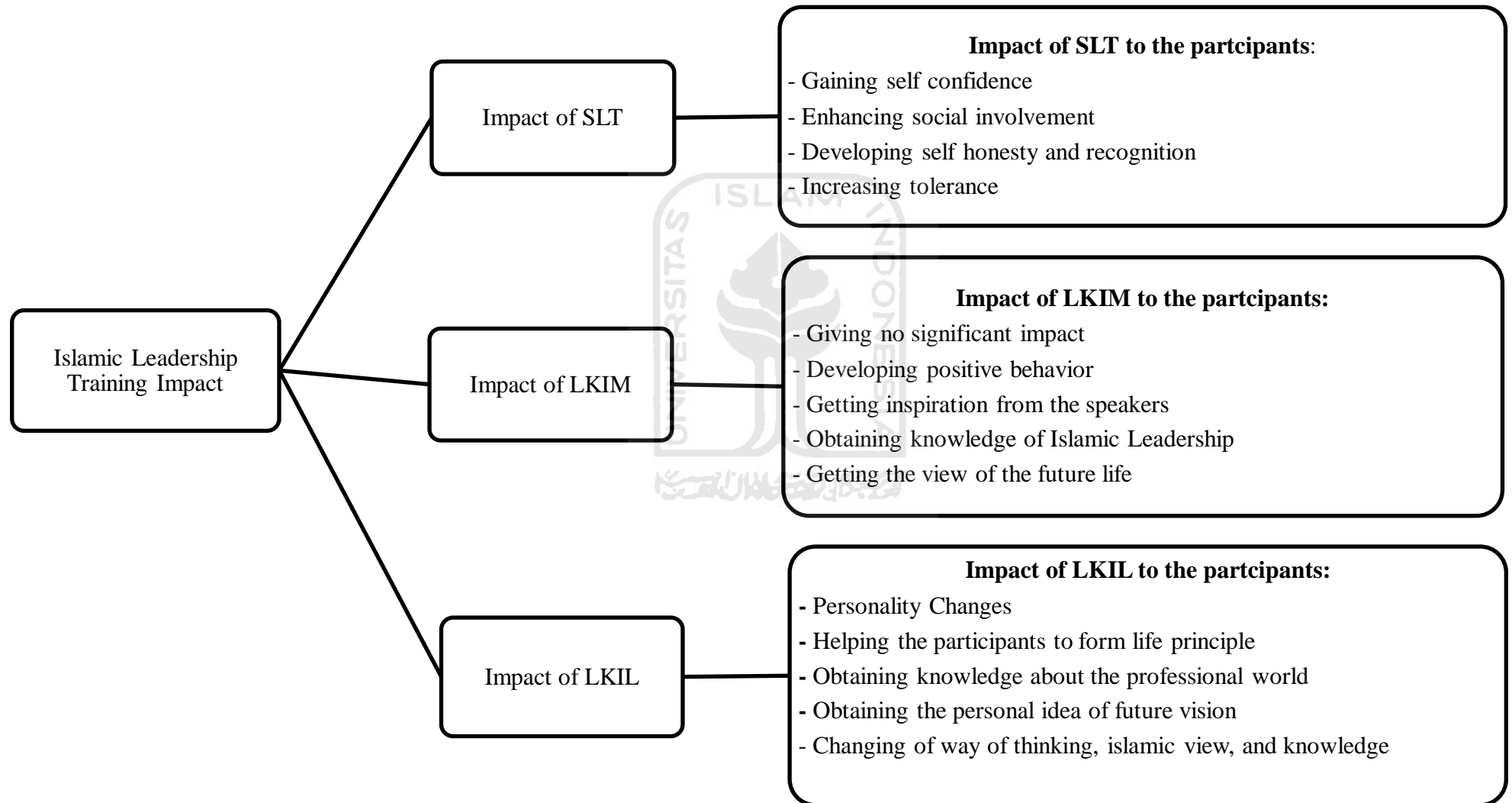


Figure 6.1. Data Display for the Findings of Islamic Leadership Training Impact



Source: Processed Primary Data (2020)

6.3. Impact of SLT

6.3.1. Gaining self confidence

Being brave in a forum and having the courage to speak up about his opinion is one of the impacts of SLT that Fajar has mentioned in the interview. Since the participants are obliged to speak up voluntarily about themselves and do socialization with the other participants, the mentality of the participants was improving in this training. Moreover, there are some sessions when the participants should come forward and explain things that really help the participants in elevating their confidence.

“Yes in SLT there are several impacts. I became more organized and I can speak up about my aspirations.” (Fajar, 15/01/2020, 20.35 WIB)

“This program helped me gain my self-confidence so I will not stay quiet in a forum.” (Fajar, 15/01/2020, 20.35 WIB)

6.3.2. Enhancing Social Involvement

Asyrof mentioned in the interview that during the training, he was able to socialize with other people. The training gave the participants the chance to socialize with other participants from other faculties since the participants consist of students from the Faculty of Business and Economics, Law, and Industry.

“The training gave me a chance to connect and socialize with other students from other faculties.” (Asyrof, 13/01/2020, 20.30 WIB)

6.3.3. Developing Self-honesty and recognition

In the interview, Nadya stated that SLT contributed in helping

her to try to be honest with herself. Moreover, she also mentioned that she got the chance to recognize herself, so that she has got the chance to know how to place herself in the society. In the training, the participants were capable of digging all of the information about themselves, analyzing them, and using them to make a future projection of themselves.

“Participating in SLT helped me to understand and to recognize myself. Moreover, it helped me to place myself correctly in the society.” (Nadya, 11/12/2019, 20.30 WIB)

It was supported by Hilmy as well. He mentioned that being in SLT has helped him in understanding himself and changed the way of his thinking.

“In SLT we have a better understanding of ourselves. We can recognize the good and the bad things, the wise way to act, and our direction in life.” (Hilmy, 10/01/2020, 18.15 WIB)

6.3.4. Increasing Tolerance

Based on Husnul, being able to be trained in SLT has taught him to be an individual who prioritize common interest and started to be an unselfish individual. During the training, there were some practices conducted for the participants and one of them was the empathy test that showed the participants about how they should react when somebody else is having trouble.

” The training has changed myself, it changes my way of thinking. The practices in the training really help me to be more empathetic.” (Husnul, 10/01/2020, 19.00 WIB)

6.4. Impact of LKIM

6.4.1. Giving no significant impact

After participating in LKIM, there is no significant impact mentioned by Hilmy. One of the reasons might be the boring speeches and universal materials delivered by the speakers so that most of the participants did not think that it was a satisfying and influencing training.

“There is no significant impact after participating in LKIM. However, the program taught us several good things.” (Hilmy, 10/01/2020, 18.15 WIB)

Nadya, in a separate interview, shared the same opinion with Hilmy. She said that the training did not affect her so much especially in a long term condition.

“There is no significant impact. In my point of view most of the training did not give so much impact especially for a long term condition.” (Nadya, 11/12/2019, 20.30 WIB)

Husnul also stated that there was only a small impact of LKIM after he participated in the training.

“There was a little bit of an impact that I feel after participating in LKIM but it did not affect me a lot.” (Husnul, 10/01/2020, 19.00 WIB)

6.4.2. Developing positive behavior

Even though Husnul said that there was no significant impact after he participated in the LKIM, he mentioned that there was one small change in terms of attitude. He started to want to listen to others and respect their opinions.

“LKIM has changed me to be an individual who wants to listen to others and appreciate other people’s opinion.”

(Husnul, 10/01/2020, 19.00 WIB)

6.4.3. Getting inspiration from the speakers

After participating in LKIM, Nadya felt somehow motivated by the speakers, even though she also stated that there was no significant impact after LKIM especially for a long term condition.

“There were no significant changes for a long term condition. I was motivated by the speakers but only for a short period of time.” (Nadya, 11/12/2019, 20.30 WIB)

6.4.4. Obtaining knowledge of Islamic Leadership

Fajar mentioned that LKIM helped him in obtaining more knowledge of Islam and how to be a leader in line with Islamic value.

“LKIM has impacted me in term of getting to know Islam and Islamic leadership better.” (Fajar, 15/01/2020, 20.35 WIB)

6.4.5. Getting the view of the future life

Talking about the impact of LKIM, Asyrof said that LKIM has impacted him in terms of seeing the future life that he might have. During the training, there are many insights given to the participants especially the insight related to life through the sharing session with the speakers.

“LKIM changed me in terms of gaining new views of life for instance our goals and life purposes. In LKIM the speakers shared some of their experiences about it.” (Asyrof, 13/01/2020, 20.30 WIB)

6.5. Impact of LKIL

6.5.1. Changing in Personality

Husnul mentioned that the training has impacted him to become a detail oriented individual and broader understanding of leaders’

characteristics.

“LKIL has impacted me in term of becoming a detail oriented individual because this character is needed if we want to be a leader in the future.” (Husnul, 10/01/2020, 19.00 WIB)

6.5.2. Helping the Participants to From Life Principle

In the interview, Nadya mentioned that after participating in LKIL, she has finally had a life principle that she takes until today. It was affected by one of the speakers who demonstrated unlimited love towards his parents.

“The impact of LKIL to myself is that I can have my own life principle that I carry until today.” (Nadya, 11/12/2019, 20.30 WIB)

6.5.3. Obtaining Knowledge about the Professional World

Based on the interview with Hilmy, LKIL has impacted him in understanding the world of work he should face after graduating from UII.

“The impact of this training is how it gave me new insight and views about the professional world in the future.” (Hilmy, 10/01/2020, 18.15 WIB)

6.5.4. Obtaining the Personal Idea of Future Vision

Husnul mentioned that by participating in LKIL, he got the chance to know about how to plan his goal for a good future. The information he was able to find out are the job, place, and industry that he wants to accomplish in the future.

“I have received a lot of insights related to the job and industry that I want to work in.” (Husnul, 10/01/2020, 19.00 WIB)

Nadya also stated that LKIL taught the participants to be able to design and decide their career path in the future. In the training, the participants were given insight into future careers that could be taken by the participants.

“The training has directed us to our career path in the future.” (Nadya, 11/12/2019, 20.30 WIB)

6.5.5. Changing of way of Thinking, Islamic View, and Knowledge

Fajar said in the interview that LKIL has taught him about many things; how to create a good Curriculum Vitae, how to think with strategy, and how to get to know more about Islam.

“LKIL helped us to create a good CV and to understand Islamic value as well.” (Fajar, 15/01/2020, 20.35 WIB)

Asyrof also mentioned that there is a significant change after he participated in LKIL. He mentioned that after participating in the training, he got the insight of his future plan that covers everything that he wants to do after completing his study.

“LKIL affected me significantly because we were expected to think about our future goals after we finish our study and it gives us the chance to get some insights from some professional people.” (Asyrof, 13/01/2020, 20.30 WIB).

6.6. Summary

All of the training conducted by Universitas Islam Indonesia have different purposes. All of the setting and execution of Islamic Leadership Training always have its own expected result. Moreover, according to the

alumni in this research, the impact of each training is different and most likely to be beneficial for them in the present moment.

a. Impact of SLT

SLT has impacted the participants in many different ways. This leadership training has helped the participants to recognize and understand themselves better, and changed some behaviors that they previously had. Through this training as well, the participants were capable of developing their way of thinking and involving themselves in new social environments.

b. Impact of LKIM

The training has impacted the participants in many different ways. Some of the participants mentioned that LKIM has not significantly impacted them both in life and way of thinking. However, some of them stated that they were able to obtain more knowledge of Islamic value in leadership and attitude changes in another way.

c. Impact of LKIL

According to the participants, LKIL has affected them in many ways, starting from personality changes, life principles changes, knowledge of the ideal Islamic leader, and also the change of way of thinking changes.



Table 6.1.
Contribution of Islamic Leadership Training Set of IP FBE UII Alumni
Development

NO	Research Findings		Interviewees				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Impact of SLT	Gaining self confidence	✓	✓	✓		
		Enhancing Social Involvement			✓		
		Developing Self-honesty and recognition	✓				
		Increasing Tolerance					✓
2	Impact of LKIM	Giving no significant impact	✓	✓	✓		
		Developing positive behavior			✓		
		Getting inspiration from the speakers	✓				
		Obtaining knowledge of Islamic Leadership					✓
		Getting the view of the future life				✓	
3	Impact of LKIL	Changing in Personality			✓		
		Helping the Participants to Form Life Principle	✓				
		Obtaining Knowledge about the Professional World		✓			
		Obtaining the Personal Idea of Future Vision	✓		✓		
		Changing of way of Thinking , Islamic View, and Knowledge				✓	✓

Source: Processed Primary Data (2020)

6.7. Discussion

The discussion related to SLT went far to the impact of this training to the alumni. Many impacts mentioned by the alumni during the interview starts from the ability of being brave in the forum, involving themselves in social environment, self-honesty and recognition, as well as changing in attitude and way of thinking (increasing tolerance). So even though there are several critics given by the alumni to the training, they all still felt that SLT has

brought some changes in their personality and self-development. Based on the interview with some of the participants and seeing at the table, it can be concluded that SLT has impacted the participants a lot in terms of self-recognition and understanding. Moreover, it can be considered that this training was effective to help the participants to understand themselves.

In the interview, the alumni mentioned several things related to self-character. They stated that SLT as the opening training for the students provided a proper training to understand their own selves and improve their potential including self-confidence. Another training was being researched in 2018 by Muswianto and Prabawati which stated that such training helps the participants to grow their confidence. By this statement we can conclude that both training has the same impact in terms of growing self-confidence. The training mentioned in the journal also stated that the participants admitted that he received a lot of knowledge that covered disciplinary, the other participants' character, his own character, and self-confidence during the training. This statement also has the similarity to how the participants felt during SLT since they learn to understand themselves and others' character as well. Yoo & Kang (2016) who conducted research to the university students in Korea stated that self-leadership training has resulted in the improvement of the students' attitude and skill such as skill of communication, empathy, self-reflection, and skill of teamwork. It clearly supports the statement of some alumni about the result of SLT in the interview.

The result of the research is the same compared to the statement of

Sukrajap & Harahap (2017) who stated in their research journal that self-leadership training has a positive impact on the performance of leaders of Gunung Kidul who participated in the training. It shows that self-leadership training is very important in order to improve the performance of the individual. Once the performance of an individual grows, it will affect the whole organization as stated in the previous research. In conclusion, SLT has affected the alumni the same way the training in Gunung Kidul had affected its participants and they can be considered as very important for the development of themselves.

The goals of Self Leadership Training that consist of self recognizing, awareness of one's strengths and weaknesses, and future planning ability are achieved. It can be seen from the responds of the participants related to how the training have changed them.

The discussion related to LKIM also went far just like SLT to the impact of this training to the alumni. The majority of the interviewed participants said that there was no significant impact of the training to the participants. However, after digging up for more information related to the influences of the training, some ideas came up and they mentioned all the little impact that they have received through the training. Developing positive behavior, getting inspiration from the speakers, obtaining knowledge of Islamic Leadership, and getting the view of the future life are the impacts that the participants mentioned. These impacts also occurred in another leadership training conducted in Universitas Negeri Jakarta, research by Septiana (2018).

This research also resulted in the changes of behavior and attitude of the participants as well as broadened knowledge and improved skills.

Last but not least, the participants were capable of obtaining knowledge of leadership with addition of Islamic value in it. This result is similar with the results of research in Najmunnisa, Darmawan, & Nurbayani (2017). The result of their research stated that Islamic based training and education has impacted the participants in a good way where they have fulfilled the standard of good Moslem that covers the attitude toward Allah, other human beings, and toward themselves and individuals. The difference between the training in the journal with LKIM is that LIM emphasized in understanding the Islamic value in life and professional world while the training in the journal covered various aspects of Islam as mentioned above.

Since some of the materials in LKIM are related to the participants' understanding of Islam, the alumni in this research stated that it has affected them in term of Islamic knowledge especially in the leadership aspects. However, besides mentioning the impact of the training, the majority of this research interviewees stated that LKIM has not impacted the participants so much, that this training can be considered as ineffective in order to direct the participants to the exact goals of this training.

LKIM received different responds compare to SLT. Responds related to the influence of this training that came from the participants are less positive. Even the majority of them stated that they did not feel any significant impact after participating in this training. So that we can

interpret that the goals of this training are not well achieved.

Discussing the impact of LKIL, there were many points learned from LKIL that are mentioned by the participants. The impacts of LKIL are personality changes, helping the participants to form life principle, obtaining knowledge about the professional world, obtaining the personal idea of future vision and also the changing of way of thinking, Islamic view, and knowledge. The training of LKIL has many sharing sessions that inspired the participants in terms of the world of work and future vision since the invited speakers were successful leaders in various expertise. It means that those who have joined the training have helped the students to be more future oriented and consider every step that they take because it might cost their future.

This training helped the participants to improve their personality and setting life principles. Based on the interviews, it can be concluded that LKIL has impacted the participants so much that it is an effective way to prepare the participants to be leaders both for themselves and for other people. The research conducted by Muswianto & Prabawati (2018) also resulted in the understanding improvement of the participants about leadership and personal perspective of nationality. It is not far different from LKIL that supported this achievement in UII by delivering the materials that have broadened the mindset of the students about leadership, from knowing leadership only at the university level to getting the understanding of knowing it at the professional level. This impact showed the significance of the training towards the final year students

and how it actually affected them in terms of leadership understanding.

The majority of the participants in LKIL gave positive responds to the conduct of LKIL which means that the goals of this training are well achieved. After participating in this training, most of them stated that they received positive insights about themselves. They are also can start to view their life in the future after getting the chance to meet with motivators invited in the training. It is in line with the main goal of the training; giving the chance to the participants to meet national leaders in person.



CHAPTER VII

CONCLUSION AND RECOMMENDATION

7.1. Conclusion

The result of the research can be concluded as follows;

1. The understanding of SLT, LKIM, and LKIL; Based on the alumni, SLT is a program to help the participants to understand themselves so that they can change to be better individuals and have the capability to set their life goals for the future; LKIM has the purpose to introduce the participants to the ideal leadership character that needed to be great leaders and get them clue of organizational behavior in an organization; and LKIL is a program to shape the participants to be future leaders with good understanding of Islamic value as well as preparing them to face the professional world after finishing their study.
2. The process and execution of each leadership training received various responses and inputs. The respondents expressed their positive thoughts on the process and executions of SLT. Some of them mentioned that they were provided with good facilities and practical sessions to support them in understanding the materials of the training. There were some critics related to the process and execution, they are; training location gave them limited mobility, the training schedule was very tight and some sessions were not very joyful for the participants In the training

the participants were provided with good facilities to support their training activities. However, there were some respondents that thought the training sessions lacked practical sessions and the speakers who contributed to the training could not deliver enjoyable speeches expected by the participants. LKIL also has various responses on its process and executions. Most of the respondents mentioned that the facilities of LKIL are good and the training sessions filled with inspiring speakers. On the other hand, there are some opinions which stated that this training was lack of practical sessions and the speakers with more Islamic knowledge should be invited for the upcoming training.

3. Each of the leadership training has different roles on the development of the participants. SLT, for some of the participants, influenced them in various aspects of life for instance; the ability to involve in the social environments, gaining self-confidence, being able to recognize and honest to oneself, and also the ability to be more tolerant. Related to LKIM, some participants admitted that LKIM did not affect them significantly. However, some small impacts are mentioned by the participants. Some impacts of LKIM are; positive changes of behavior, getting inspired by the speakers, obtaining more Islamic knowledge, and getting to know of the view about life in the future. Last but not least, LKIL, has shown some impacts to

the participants as well. It has the role to change the personality of the participants, getting to know the personal life principle of one of the interviewees, getting the information of the professional world and future vision, and also some changes on the way of thinking, Islamic view and knowledge.

7.2. Limitation and Recommendation

In this research, the writer has selected some participants to be the interviewees and interviewed them for the experience that they had as the participants of the training. However, the writer suggests for the next research, more participants should be put as the interviewees in order to see broader ideas of the training and to get more input related to the training. The writer also suggests that active students who have finished the Islamic Leadership Training to be put as the subject in order to see the influence of the training to their attitude and character inside of the campus during the study period.

According to the research result, the writer would like to recommend International Program of UII to keep the program going because this program is considered to be beneficial for the participants. Additionally, some settings and code of conduct should be fixed in order to create a better design of training.

References

- Aabed, A., I. (2006). *A Study of Islamic Leadership Theory and Practice in K-12 Islamic Schools in Michigan*.
- Ajayi, V., O. (2017). Primary Sources of Data and Secondary Sources of Data. Retrieved from https://www.academia.edu/34661351/Primary_Sources_of_Data_and_Secondary_Sources_of_Data
- Ali, S. A., & Hassan, A. (2017). Exploring the Impact of Shariah Training on Islamic Banking Employees in Pakistan. *Journal of Islamic Banking and Finance*, 34(2), 1- 112.
- An Nahl Leadership Training 2018. (2018). Retrieved from <https://annahl-islamic.sch.id/an-nahl-leadership-training-2018/>
- Armstrong, M. & Brown, D. (2019). Strategic Human Resource Management: Back to Future? Ies Report (United Kingdom)
- Azmi, I., A., G., A. (2010). Islamic Human Resources Practices and Organizational Performance (Some Findings in Developing Country). *Journal of Global Business and Economics*, 1(1), 27-42.
- Chapter 1: What is Human Resource Management? (n. d.). Jones & Barlett Learning. Retrieved from file:///C:/Users/Me/Downloads/document.pdf
- Cherry, K. (2020). Sample Types and Errors in Research. Retrieved from <https://www.verywellmind.com/what-is-a-sample-2795877>
- Esa, A., Salleh, B., & Mohamad, N., H. (2017). Integrating Vocational Training in

- Culinary Arts and Islamic Studies at Juvenile Rehabilitation Centers: Malaysian Experience. *Journal of Technical Education and Training*, 9(1), 100 – 112.
- Haddara, N. & Enanny, F. (2009). Leadership: an Islamic perspective.
- Hariandja, M. T. E. (2002). Manajemen Sumber Daya Manusia.
- Harun, T., W., R., Rashid, R., A., & Hamed, A. B. (2015). Factors Influencing Products' Knowledge of Islamic Banking Employees. *Journal of Islamic Studies and Culture*, 3(1), 23-33.
- Hassi, A. (2012). Islamic Perspective on Training and Professional Development.
- Hayashi, P., Abib, G., & Hoppen, N. (2019). Validity in Qualitative Research: A Processual Approach. *The Qualitative Report*, 24(1), 98-112.
- HHaashii, A., A. & Bashir, A. (2009). Human Capital Development from Islamic Perspective. *Conference paper: International Conference on Human Capital Development*.
- Hidayat, M.R, & Safitri, T,N. (2019). Optimizing the Millennial Role in Communities with Islamic Leadership Training. 2(1), 1-8.
- IBM Training building skills for a smarter planet (n. d.). The Value of Training. Retrieved from <https://www.ibm.com/services/learning/pdfs/IBMTraining-TheValueofTraining.pdf>
- Jamil, M., Y. (2015). Islamic Perspective of Leadership: A Role Model for Today's CEOs. *Journal of Islamic Thought and Civilizaton*, 5(2), 24 – 45.
- Kaufmann, M. (2014). The Difference between a Boss and a Leader. Retrieved from <https://sites.psu.edu/leadership/2014/09/14/the-difference-between-a-boss->

and-a-leader/

Korstjens, I., & Moser, A. (2017). Series: Practical guidance to qualitative research.

Part 4: Trustworthiness and publishing, *European Journal of General Practice*. DOI: 10.1080/13814788.2017.1375092

Laporan Evaluasi Character Building Program Mahasiswa Angkatan 2014/ 2015

International Program UII. (2018). Universitas Islam Indonesia, Yogyakarta.

Linando, J. A., Hidayat, A., Fauzi, R., & Ekasasi, S. R. (2018). Organizational Involvement as the Moderator between University's Programs and Alumnae Perceived Development.

Mastura, & Shahril, M. (2018). Training Based Organization Approach from Islamic Perspective. *Journal of Islamic Economics and Business*, 3(1), 35-42

Mathers, N., Fox, N., & Hunn, A. (1998). Using Interviews in a Research Project

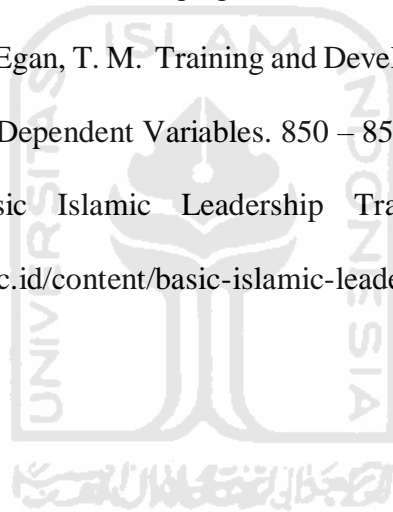
O'riordan, J. (2017). The Practice of Human Resource Management. Research Paper: An Foras Riaracáhin Institute of Public Administration.

Orak, J (2016). Education from the Perspective of Islamic and Western Scientist (Case Study: Ghazali and Plato). *The Turkish Online Journal of Design, Art and Communication*. 128 - 135

Rafiki, A., & Wahab, K., A. (2013). Influences of Islamic Practices on Small Firm Performances: A Study in North Sumatera. *Islamic Management and Business*, 5(11). 64-82.

Rahman, N., M., N., A., Alias, M., A., Shadid, S., Hamid, M., A., & Alam, S., S.

- (2013). Relationship between Islamic Human Resource Management (IHRM) Practices and Trust: An Empirical Study. *Journal of Industrial Engineering and Management*, 6(4), 1105-1123
- Sail, R., M., Alavi, K., Mutalib. L. A., Ahmad, A., Tarjo, S., S., & Razak, N., E., A. (2013). Religious Education and Training in Developing Future Human Resource Professionals: Views from Experts and Teachers. *Jurnal Hadhari*, 5(1), 77-89.
- Snell, S., & Bohlander, G. (2011). *Managing Human Resources: Sixteenth Edition*.
- Somasundaram, U., V., & Egan, T. M. Training and Development: An Examination of Definitions and Dependent Variables. 850 – 857
- Surya, A. (2014). Basic Islamic Leadership Training. Retrieved from <http://uiupdate.ui.ac.id/content/basic-islamic-leadership-training>



APPENDIX I: DATA SIMPLIFICATION TABLE

A. The Understanding, Process & Execution, and Impact of SLT to IP UII Alumnae

No.	Problem Statement	Interviewees					Analysis
		Nadya	Hilmy	Husnul	Fajar	Asyrof	
1.	Understanding of SLT	<p>“It was a program to get to know ourselves, so we tried to find out our weaknesses and strengths.”</p> <p>“... through this training, we can get to know and asses ourselves.” (Nadya, 11/12/2019, 20.30 WIB)</p> <p>“Understanding our strengths and weaknesses will help us to understand our future and goals after finishing our study. Whether</p>	<p>“The training is participants oriented. The participants of the training are expected to be aware of themselves, start from the self-recognition of strengths and weaknesses”</p>	<p>“...at that time we were taught to understand and to lead ourselves before we start to lead other people. This program has a really good purpose”</p> <p>“In the training I can learn to understand how to lead myself and to function my logic and heart.”</p>	<p>“... this program focuses on developing the character of an individual.”</p> <p>“We used to believe that leaders should be served but this training helped us to break this false paradgm.”</p>	<p>“...I expected that this training can help to shape the students character.”</p>	<ol style="list-style-type: none"> 1. Helping the students to do self-recognition and understanding 2. Understand the false spread paradigm 3. Helping the students to design the future 4. Helping the students to combine both their logic and hearts

		we want to continue our study or work...”					
2.	Process and Execution of SLT	<p>“We were gathered in a certain group of people. We were taught to get to know other people through working on the same group with them.”</p> <p>“When each of us were asked up to the front to explain things”</p>	<p>“.....The good thing is that we were provided with our personal rooms, and there were coffee or tea breaks and food as well at certain times. The participants were allowed to smoke as well so it was good, it (the rules) were not too tight...”</p>	<p>“I was very happy. However, since it was a training program, a lot of energy and thoughts were needed. It was fine for the training at first but when the schedule got too tight, it made us tired.”</p> <p>“In SLT, the speakers were giving both speeches and proof. They showed the proof through the practices on the second day,</p>	<p>“In my opinion, the training location which was in Omah Oplos was too small. In my opinion, (my training location) was in Omah Oplos, I think it can be replaced with a bigger place.”</p>	<p>“...the event was fun actually. But yeah, luckily there are activities that has some ice breaking in it so it didn’t seem so awkward.”</p> <p>“For the...in term of affectivity and efficiency, it was good enough because the training itself was organized by the university so</p>	<ol style="list-style-type: none"> 1. Training location provided limited mobility 2. Tight schedule of training session 3. Good facilities were provided in the training 4. Some practice session were provided to support the training 5. Some sessions were not very joyful for the participants

				<p>I really remember this one.”</p> <p>“The boring moment was the time when we were asked to draw a tree. First of all, I do not like drawing, and it took my thought out a lot.”</p>		<p>we just needed to come and participate, that is all.”</p>	
3.	Impact of SLT	<p>“Participating in SLT helped me to understand and to recognize myself. Moreover, it helped me to place myself correctly in the society.”</p>	<p>“In SLT we have better understanding of ourselves. We can recognize the good and the bad things, wise way to act, and our direction in life.”</p>	<p>” The training has changed myself, it changes my way of thinking. The practices in the training really help me to be more empathetic.”</p>	<p>“Yes in SLT there are several impacts. I became more organized and I can speak up about my aspirations.”</p> <p>“This program helped me</p>	<p>“The training gave me chance to connect and socialized with other students from other faculties.”</p>	<ol style="list-style-type: none"> 1. Become Gaining self confidence 2. Social Involvement 3. Self-honesty and recognition 4. Being more tolerant

					gaining my self-confident so I will not stay quiet in a forum.”		
--	--	--	--	--	---	--	--

B. The Understanding, Process & Execution, and Impact of LKIM on IP UII Alumnae

No.	Problem Statement	Interviewees					Analysis
		Nadya	Hilmy	Husnul	Fajar	Asyrof	
1.	Understanding of LKIM	“I expected that the activities are going to be how do we understand about our religion, and (how) to be leaders of ourselves and maybe for the others as well, how to interact with them with good religion ethics and values”	“LKIM taught us about some religious materials for instance aqidah and our belief.” “The program trained us to think in accordance with Islamic value. We were introduced to organizational and social behavior.”	“This training helped us in term of leadership and we were taught of higher leadership level.”	“At the first place I taught that it was the second step after SLT. SLT thought us about ourselves and the second training taught us about being a leader.”	“LKIM is almost the same with SLT. I participated in both programs because they were compulsory and I had no idea about the program.”	<ol style="list-style-type: none"> 1. Leadership training with addition of Islamic Value 2. Training the participants of Organizational Behavior

2.	Process and Execution of LKIM	“Speakers are one of the most important aspects of the training. In LKIM, the speakers could not deliver the materials very well so it made the training less enjoyable.”	“The materials and the speeches were too general so it did not give me very good impression except for Mr. Yudhi Antariksa.”	“The program had provided too many materials with lack of practice which made the training less interesting.” “It was good (food, place, and others), the place was very good this time”	“The training would be better if the organizer can provide more practices.”	“There was no problem with the training process. The facilities provided that consist of food, transportation, and training location are good.”	<ol style="list-style-type: none"> 1. Lack of Practical Session 2. Good facilities were provided in the training 3. Some of the speakers did not deliver enjoyable speeches
3.	Impact of LKIM	<p>“There is no significant impact. In my point of view most of the training did not give so much impact especially for a long term condition.”</p> <p>“There was no significant</p>	<p>“There is no significant impact after participating in LKIM. However, the program taught us several good things.”</p>	<p>“There was a little bit impact that I feel after participating in LKIM but it did not affect me a lot.”</p> <p>“LKIM has changed me to be an individual who want to listen to others and</p>	<p>“LKIM has impacted me in term of getting to know Islam and Islamic leadership better.”</p>	<p>“LKIM changed me in term of gaining new views of life for instance our goals and life purposes. In LKIM the speakers shared some of their experiences about it.”</p>	<ol style="list-style-type: none"> 1. No significant impact 2. Positive changes of behavior 3. Inspired by the speakers 4. Obtaining knowledge of Islamic Leadership 5. Getting the view of the future life

		changes for a long term condition. I was motivated by the speakers but only for a short period of time.”		appreciate other people’s opinion.”			
--	--	--	--	-------------------------------------	--	--	--

C. The Understanding, Process & Execution, and Impact LKIL on IP UII Alumnae

No.	Problem Statement	Interviewees					Analysis
		Nadya	Hilmy	Husnul	Fajar	Asyrof	
1.	Understanding of LKIL	“According to me the purpose of LKIL is to prepare the participants to be useful individual and leader in the future that consider Islamic value and morality.”	“The training helped us to prepare ourselves to be ideal individuals who are ready to compete in the professional world.”	“The purpose of LKIL is to prepare ourselves to face professional world since it is very different from our current experience like organization participation, internship and part time job.”	“LKIL is a media for us to see the example of successful leaders.” “LKIL is a program were we can see the example of good and successful leaders. It provided us	“In my opinion the purpose of LKIL is to prepare the participants for their upcoming step for instance the life after graduation, life plans, and personal goals.”	<ol style="list-style-type: none"> 1. A Program to Create Good Leaders with Islamic Value 2. Preparing the Participants for Facing professional World.

					with leaders who have good capability of leadership and Islamic value.”		
2.	Process and Execution of LKIL	<p>“The training was scheduled for one day and it caused no issues.”</p> <p>“Probably this is one of the inputs that I can give for upcoming training. I expect that in the next training, the organizer can invite speakers who can demonstrate both good leadership and Islamic value.</p>	<p>“LKIL was held in Aula Utara and I think it is the correct location to do such training. The participants had a really good time and comfortable learning session.”</p> <p>“Mr. Rizal shared his experiences in the professional world and how he worked so hard for it. His</p>	<p>“The speakers impressed me, he made me believe that I can do things that I always wanted to do.”</p>	<p>“There was no issues with the training schedule. The facilities are very.”</p>	<p>“The training felt less interesting because it is not provided with interesting interaction.”</p> <p>“The speakers in the training are very good and I personally feel satisfied with the program.”</p>	<ol style="list-style-type: none"> 1. Lack of Practical Session 2. Good Facilities were Provided in the Training 3. Training Session Filled with Inspiring Speakers 4. Speaker with More Islamic Knowledge should be Invited

			personality impressed me and it made it easier for the participant to receive the materials he was delivering.”				
	Impact of LKIL	<p>“The impact of LKIL to myself is that I can have my own life principle that I carry until today.”</p> <p>“The training has directed us to our career path in the future.”</p>	<p>“The impact of this training is how it gave me a new insight and views about professional world in the future.”</p>	<p>“LKIL has impacted me in term of becoming a detail oriented individual because this character is needed if we want to be a leader in the future.”</p> <p>“I have received a lot of insights related to job and industry that I</p>	<p>“LKIL helped us to create a good CV and to understand Islamic value as well.”</p>	<p>“LKIL affected me significantly because we were expected to think about our future goals after we finish our study and it give us the chance to get some insights from some professional people.”</p>	<ol style="list-style-type: none"> 1. Personality changes 2. Help the Participants to Form Life Principle 3. Obtained Knowledge about the Professional World 4. Obtained the Personal Idea of Future Vision 5. Changes on way of Thinking, Islamic

				want to work in.”			View, and Knowledge..
--	--	--	--	-------------------	--	--	-----------------------

A. Understanding of Islamic Leadership Training Set of IP FBE UII Alumni Development

NO	Research Findings		Interviewee				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Understanding of SLT	Helping the students to do self-recognition and understanding	✓	✓	✓	✓	✓
		Understanding the false spread paradigm					✓
		Helping the students to design the future	✓				
		Helping the students to combine both their logic and hearts			✓		
2	Understanding of LKIM	Leadership training with addition of Islamic Value	✓	✓	✓		✓
		Training the participants of Organizational Behavior		✓			
3	Understanding of LKIL	Create good leaders with Islamic value	✓				✓

	Preparing the participants for facing professional world	✓	✓	✓
--	--	---	---	---

Source: Processed Primary Data (2020)

B. Process and Execution of Islamic Leadership Training

NO	Research Findings		Interviewees				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Process and Execution of SLT	Training location provided limited mobility	✓	✓	✓		✓
		Tight schedule of training session		✓			
2	Process and Execution of LKIM	Good facilities were provided in the training			✓		✓
		Some practice session were provided to support the training				✓	✓
		Some sessions were not very joyful for the participants	✓	✓			✓
3	Process and Execution of LKIL	Lack of Practical Session	✓	✓	✓		
		Good facilities were provided in the training			✓		
		Some of the speakers did not deliver enjoyable speeches	✓				
		Lack of Practical Session					✓

	Good Facilities were Provided in the Training				✓	
--	---	--	--	--	---	--

Source: Processed Primary Data (2020)

C. Contribution of LKIL towards IP FBE UII Alumni

NO	Research Findings		Interviewees				
			Nadya	Hilmy	Husnul	Asyrof	Fajar
1	Impact of SLT	Gaining self confidence	✓	✓	✓		
		Enhancing Social Involvement		✓	✓		
2	Impact of LKIM	Developing Self-honesty and recognition	✓				
		Increasing Tolerance				✓	✓
		Giving no significant impact	✓	✓	✓		
		Developing positive behavior		✓	✓		
3	Impact of LKIL	Getting inspiration from the speakers	✓				
		Obtaining knowledge of Islamic Leadership					✓
		Getting the view of the future life			✓	✓	

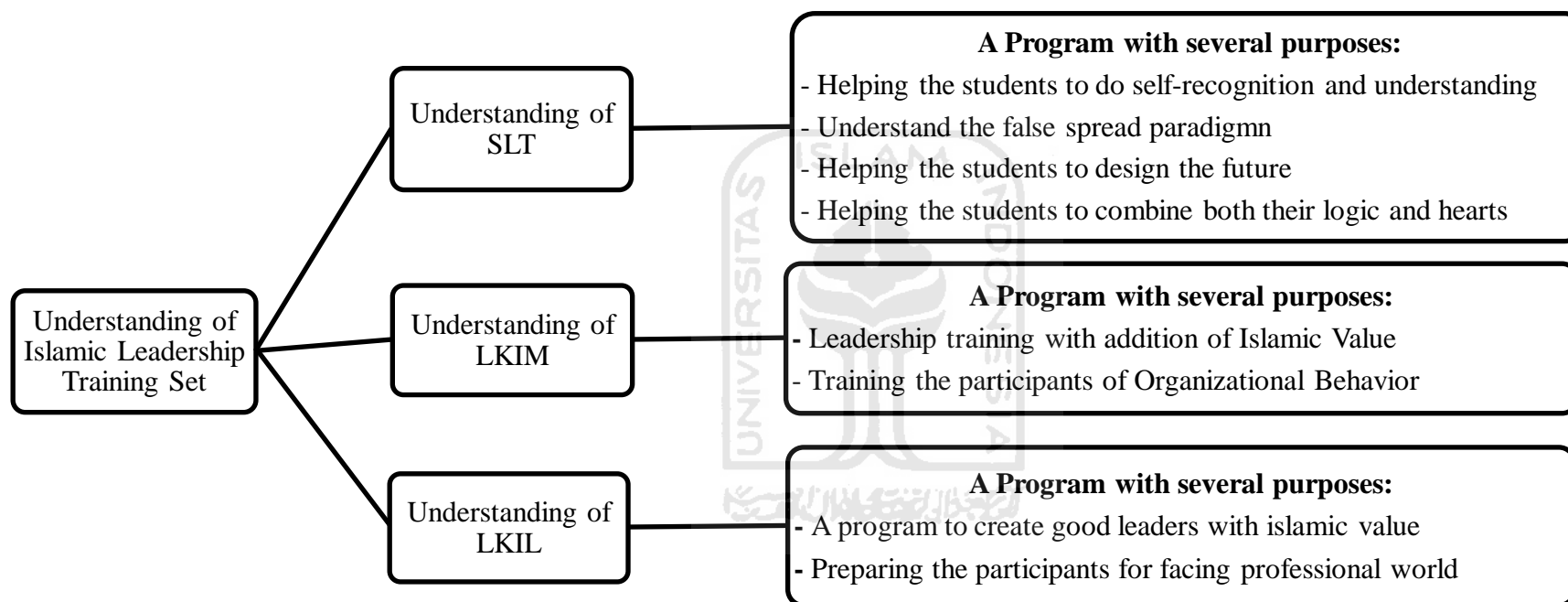
	Changing in Personality			✓		
	Helping the Participants to Form Life Principle	✓				

Source: Processed Primary Data (2020)



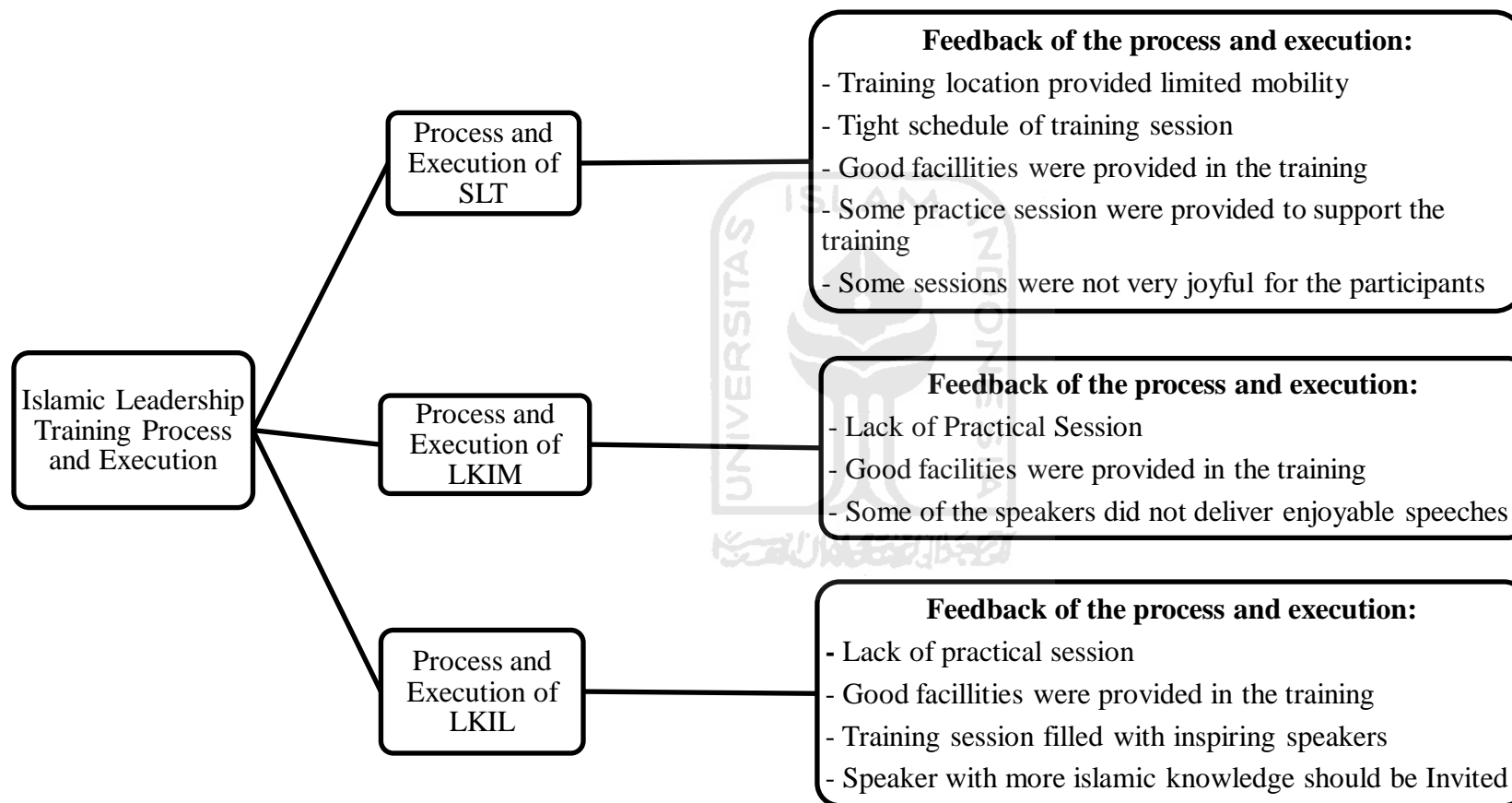
APPENDIX II: DATA DISPLAY

Figure 4.1. Data Display for the Findings of Islamic Leadership Training Understanding



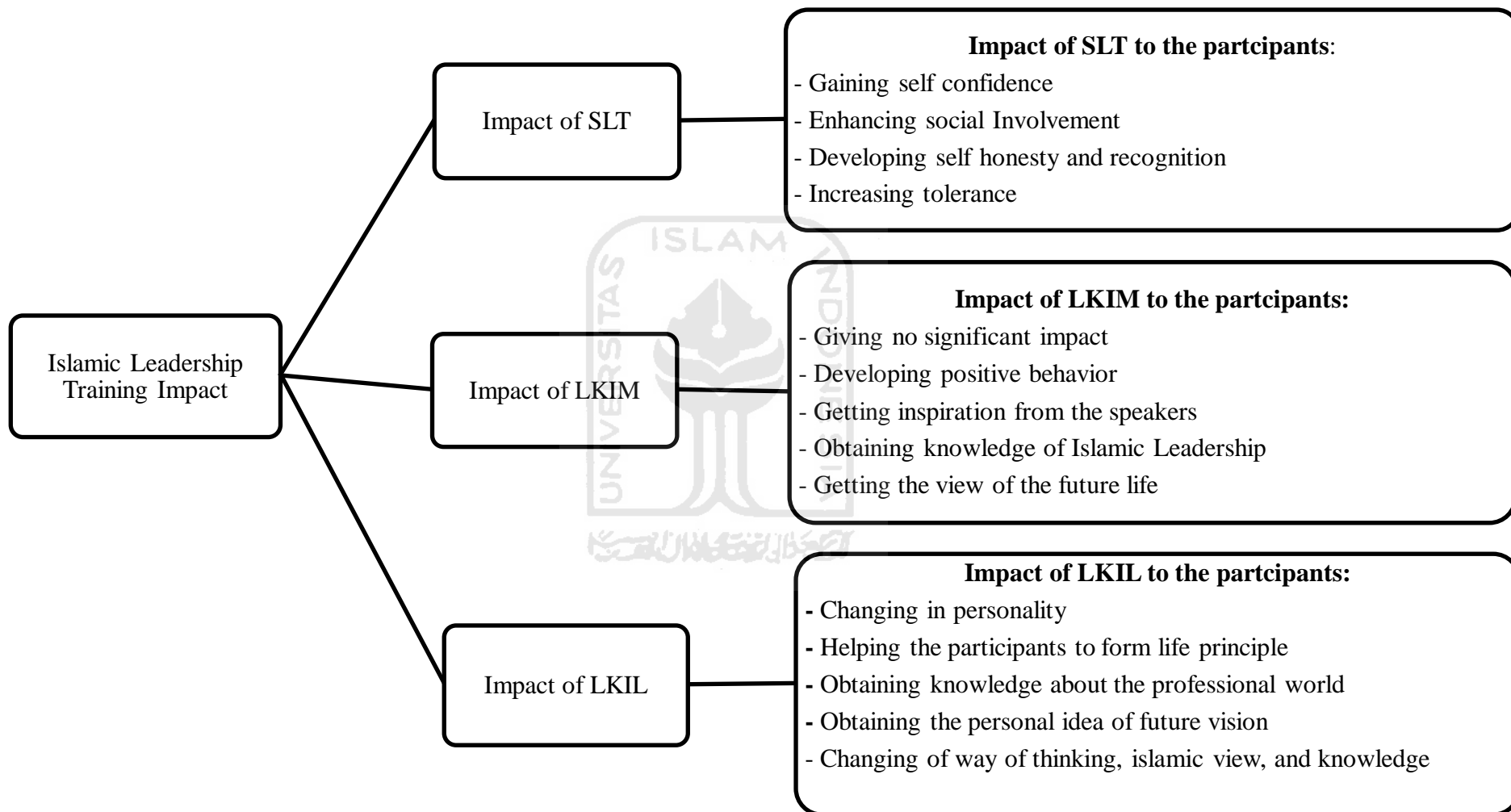
Source: Processed Primary Data (2020)

Figure 5.1. Data Display for the Findings of Islamic Leadership Training Process and Execution



Source: Processed Primary Data (2020)

Figure 6.1. Data Display for the Findings of Islamic Leadership Training Impact



Source: Processed Primary Data (2020)

APPENDIX III: INTERVIEW TRANSCRIPT

Respondent 1

Name : Nadya Putri
 Date : December 11st 2019
 Time : 20.30
 Location : Sate Taichan Bagor Restaurant, Yogyakarta

Interviewer : Assalamualaikum warahmatullahi wabaratu mbak

Interviewee : Waalaikumsalam warahmatullahi wabaralatu

Interviewer : oh iya mbak sebelum kita mulai interviewnya.... Mungkin mbak..mbaknya bisa memperkenalkan diri dulu mbak

Interviewee : oh iya.. aa.. nama saya nadya putri, saya emp.. jurusan ilmu ekonomi international program universitas islam Indonesia batch 2015 aa... saya lulus pada bulan maret 2019 ini

Interviewer : oh iya... ok mbak sebelum kita lanjut ke interview lagi mbak boleh tau dong mbak kayak kegiatan mbak setelah lulus itu ngapain aja mbak?

Interviewee : kegiatan empp kegiatan saya setelah lulus kemarin itu ee.. sebenarnya sempat kuliah juga di UGM untuk lanjut S2 ekonomi pembangunan tapi ee.. setelah beberapa bulan kuliah saya memutuskan untuk berhenti gitu jadi aa., saya lebih milih untuk ee.. mencari pekerjaan terlebih dahulu ketimbang melanjutkan S2 gitu

Interviewer : oh gitu.. ok..ok.. ee..berarti mbaknya lulusan IP mbak ya

Interviewee : Iya

Interviewer : IP FE?

Interviewee : Iya IP FE

Interviewer : berarti mbaknya udah pernah ngikutin ini belum mbak ee... Islamic Leadership Trainingnya kayak SLT, LKIM, sama LKIL nya mbak?

Interviewee : Oh iya.. udah.. itu saya udah.. udah.. pernah ikut itu

Interviewer : OK.. kalau gitu kita mulai dari yang SLT dulu mbak ya

Interviewee : iya boleh

Interviewer : Mungkin mbaknya masih ingat mbak mungkin kegiatan di SLT itu mbaknya ngapain aja? Seingat mbaknya aja

Interviewee : ehmp... jadi kegiatan di SLT itu dulu aa... kalau nggak salah itu ee.. kita itu dikasih.. apa ya? Kegiatan dimana kita mencoba untuk mengenal diri kita gitu, jadi kita berusaha untuk ee.. mengetahui apasih , kita itu siapasih ee.. kelemahan kita itu apa aja ee. Kekuatan kita itu apa aja , jadi ee ..dengan mengetahui hal-hal tersebut kita bias tahu ini kita kedepannya itu mau jadi apa, mau bagaimana, nah.. selain itu di SLT juga aa.. kita itu diajarkan untuk.. apa ya? Ee. . merangkai.. apasih? Merangkai hal-hal yang kita inginkan di masa depan gitu aa.. jadi kita itu setelah lulus itu mau ngapain? Mau kuliahkah, mau.. mau apa.. mau kerjakah, nah disana itu juga dikasih tau kayak kita mau kerja dimana kayak gitu, kita tu menyusun mimpi kita sendiri-sendiri begitu.

Interviewer : ok.. terus mbak kalau biasanya nikan setelah mbak mendengar ni Islamic Leadership Training gitu, terutama yang kita bahas ini SLT , ekspektasi mbak sebenarnya sebelum ngikutin training itu apa mbak?

Interviewee : Ekspektasinya itu karena... namanya itu Self Leadership Training , mendengar dari namanya aja saya awalnya ekspektasinya itu ya.. bakal menjadi kegiatan dimana kita itu ee... bagaimana cara kita memimpin diri kita sendiri begitu, dari namanya aja ya.. jadi.. jadi.. melihat dari namanya aja saya berfikiran seperti itu dan ekspektasi sayapun ee.. setelah saya ikutin training tersebut saya itu bakal gimana ya? Bakal mengenal diri saya lebih baik dan juga.. nggak.. mentalnya itu nggak seperti anak SMA lagi gituloh

Interviewer : Nah.. setelah mbak mengikuti latihan itu apakah ekspektasi mbak sesuai dengan apa yang mbak harapkan gitu trainingnya?

Interviewee : aa... jujur kalau dibilang 100% memenuhi ekspektasi saya nggak

jugasih, karena menurut saya diri kita itu berkembang nggak cuma lewat training tersebut tapi juga aa.. lewat pengalaman-pengalaman yang kita lakukan tapi melewati training tersebut ada beberapa hal yang dapat terbantulah seperti ee.. bagaimana cara mengenal diri kita sendiri dulu saya belajar dari SLT, bagaimana menilai diri saya sendiri itu saya belajar dari SLT, sedangkan ketika ee.. bagaimana ee.. apa ya... bagaimana... iya gitu.

Interviewer : OK.. pertanyaan selanjutnya mbak eee.. apasih yang mbak rasain ketika mbak ngikutin kegiatan SLT mbak?

Interviewee : empp dari prosesnya atau bagaimana?

Interviewer : iya mungkin mbaknya ketika ngikutin trainingnya mbak rasa happy atau mbak ngerasa bosan atau seperti apa gitu?

Interviewee : ohh dari rangkaian acaranya itu sendiri sih itu .. gimana ya?...aa.. ada momen dimana ada senang-senangnyanya dan ada momen dimana.. ada acaranya kok agak ..agak sedikit bosan ya kayak gitu nah.. ada beberapa ee.. momen seperti itu tapi mungkin itu tergantung dari orang orang sendiri.. ada orang yang beranggapan hal yang membosankan menurut saya itu tidak membosankan begitu tapi saya menilai ada beberapa kali membosankan tapi ada beberapa kali juga yag menyenangkan gitu.

Interviewer : Ok berarti itu ee.. coba mbak mungkin mbaknya bisa jelasin mbak bagian mana yang menurut mbaknya itu menyenangkan dan bagian mana itu yang membuat mbaknya merasa bosan gitu mbak.

Interviewee : yang menyenangkan itu ketika aa.. kita itukan dikumpulin dalam satu kelompok dan satu kelompok itukan kita nggak .. saya itukan dulu berkelompok sama orang yang saya nggak kenal awalnya itukan dari fakultas lain gitukan, bahkan nggak tau namanya, tau namanyapun disana gitukan, nah disanakan kita ee... penilaian seseorang dari luarnya gimana nah seperti itu , hal seperti itu menyenangkan menurut saya, karena apa.. disana kita juga sebenarnya belajar mengenal orang tersebut karena ketika kita mengadakan sesi itu awalnya kita menilai

, menilai dan pada akhirnya kita mengetahui, beberapa lama kemudian kita mengetahui orang itu seperti apa.

Interviewer : OK... berarti itu aja mbak ya

Interviewee : iya itu hal yang menyenangkan

Interviewer : hal yang membuat mbak tidak senang atau merasa bosan?

Interviewee : ketika yang maju satu satu terus menjelaskan

Interviewer : itu menjelaskan apa mbak?

Interviewee : menjelaskan apa ya? Ee kalau gk salah tu dulu ada, kita tu disuruh membuat satu apa gitu... lalu disuruh maju kedepan, itu kayak ngapain?

Interviewer : nah.. terus mbak ee.. menurut mbak ni gitukan dari pengimplementasian atau dari ..apa namanya .. prosesnya dalam pelaksanaannya menurut mbaknya gimana? Pelaksanaan kegiatan ini mbak?

Interviewee : mwnurut saya si pelaksanaannya sudah cukup bagus, cuma mungkin ee kegiatan yang berkaitan dengan bagaimana kita mengenal diri kita sendiri itu mungkin agak lebih di, mungkin frequency atau the number of activities that we should do to know ourselves itu harus ditambah lagi, jadi gak cuma menulis kekuatan kita atau kelemahan kita, gak cuma itu gitu loh. Sebaiknya juga ada kegiatan lain dimana dengan kegiatan tsb kita bisa mengenal diri kita sendiri jadi gak cum menulis menulis seperti itu.

Interviewer : lalu menurut mbak sendiri ni mbak, SLT itu tujuannya apa menurut mbak?

Interviewee : SLT, hmmm, menurut saya sendiri SLT itu tujuannya adalah bagaimana kita itu mengetahui karakter kita, cara kita mengetahui karakter kita sendiri sehingga dengan, setelah kita tau bagaimana, kita paham menempatkan dirinya bagaimana, lalu menempatkan diri dalam suatu kondisi atau situasi, begitu. Dan juga menurut saya SLT itu lebih ke the person, jadi lebih ke individual

Interviewer : mengenal lebih jauh tentang diri sendiri mbak ya

Interviewee : iya, lebih ke individual

Interviewer : oke mbak, mbak ni, sekarang, sebagai alumni gitu kan, sebagai alumni. Ada gak sih perubahan yang mbak rasain ketika mbak udah selesai melewati SLT ini. Perubahan apa yang mbak rasakan?

Interviewee : untuk short term dulu, ketika setelah menjalani SLT tentu ada. Maksudnya tidak secara keseluruhan begitu. Ee.... Dengan, dengan, apa ya, setelah menjalani SLT, for example, saya lebih paham saya itu orangnya seperti apa karena saya hanya jujur, hanya, di SLT kita belajar jujur kepada diri kita sendiri begitukan, jadi setelah SLT itu saya lebih mengenal diri saya siapa dan lebih...lebih... paham ee.... Cara menempatkan diri saya dilingkungan tapi untuk...untuk long-term, untuk sekarang untuk long-term sendiri ee... untuk long-term sendiri menurut saya eee... SLT itu sudah tidak berpengaruh lagi.

Interviewer : Kenapa mbak?

Interviewee : Karena menurut saya sendiri personal SLT itu hanya akan berpengaruh untuk short-term condition sementara untuk long-term condition seperti ini saya sudah.. saya menjalani SLT sudah beberapa tahun yang lalu dan dengan kondisi saya yang sekarang ini saya menjadi diri saya yang sekarang ini bukan karena SLT tapi karena pengalaman – pengalaman yang sudah saya lalui, itu. Untuk long-term I think SLT is not significant.

Interviewer : Ok..ok mbak tadikan kita udah bahas SLT ni mbak ya, sekarang kita lanjut kita coba bahas tentang LKIM nya mbak ya, sama mbak seperti pertanyaan awal tadi ee.. ekspektasi mbak ketika... mendengar akan diadakannya LKIM itu apa mbak? Ekspektasi yang mbak harapkan dari training

Interviewee : LKIM is?

Interviewer : Latihan Kepemimpinan Islam Menengah

Interviewee : Latihan Kepemimpinan Islam Menengah, I thought the training is gonna be about how do we know more about our religion, so it is going to more how we... how well we know our religion. Ketika saya

mendengar LKIM menurut saya kegiatannya itu akan lebih kepada bagaimana kita memahami agama kita dan bagaimana kita apa ya? Ee.. sebagai seorang leader terhadap diri kita sendiri dan juga mungkin terhadap ee.. lingkungan kita, berinteraksi tetapi tetap dalam ee... lingkup agama yang baik begitu.

Interviewer : OK, terus ketika mbak mengikuti kegiatan itu apakah sesuai dengan ekspektasi yang mbak harapkan?

Interviewee : ee... sesuai dengan ekspektasi.. ee...wait LKIM itu waktu yang mana sih? Oh iya iya menurut saya kalau untuk LKIM sendiri itu lebih seperti BYCsih, BYC. Jadi, ee.. kalau dibilang LKIM it's not really related, karena disana kita tidak banyak belajar tentang agama seperti dengan judulnya begitu tapi lebih bagaimana berkarir setelah lulus. Jadi, ee... saya merasakan ekspektasi saya terhadap LKIM itu agak berbeda, tidak seperti ini.

Interviewer : OK.. lalu mbak, ketika dalam masa training atau dalam masa pelaksanaan apa yang mbak rasakan ketika mbak ee... mengikuti kegiatan itu?

Interviewee : it's .. to be honest the activity are so boring

Interviewer : So boring?

Interviewee : iya..karena disana itu kita hanya mendengarkan pembicara begitu. Ada beberapa waktu itu memang sangat 100% mungkin 70% nya membosankan, 30% nya iya.. bisa memotivasi seperti itu.

Interviewer : menurut mbak di LKIM itu yang membuat membosankan itu bagian apa mbak? Yang tadi ya?

Interviewee : speakers..ya hal yang mereka bicarakan seperti itu. Itu..itu.. salah satu hal yang membuat ee... aktivitasnya itu sedikit membosankan.

Interviewer : OK.. lalu mbak ketika ... dalam prosesnya mungkin ee.. menurut mbak pelaksaannya dari kegiatan itu sendiri gimana mbak?

Interviewee : pelaksanaannya ..bagaimana ya? Kalau untuk LKIM sendiri... untuk LKIM sendiri ee.. untuk standard kegiatan menurut saya memang seperti itu ya, standard kegiatan memang seperti itu ee.. sudah bagus

cuma mungkin karena eee... ini nya saja, apa ya? Konten...konten didalam aktivitas tersebut gituloh. Kayak pembicaranya begitu, mungkin itu hal , karena pembicara itu adalah inti dari LKIM mereka yang membuat LKIM itu berbeda mungkin, tapi disana itu yang membuat membosankan, mereka itu bukan pembicara yang dapat membawa kita... apa ya? Ee.. bukan pembicara yang dapat membuat suasana itu menjadi menyenangkan begitu, hanya... kegiatannya menjadi membosankan dengan pembicara yang seperti LKIM kemarin

Interviewer : Ok.. menurut mbaknya ni tujuan sebenarnya, tujuan dari LKIM itu sendiri apa mbak? Menurut mbaknya.

Interviewee : Tujuan LKIM itu menurut saya seharusnya ee... karena kita itu di... didik menjadi pemimpin, tidak hanya pemimpin untuk diri kita sendiri tapi juga nanti ada pemimpin bagi masyarakat, bagi negara begitu ee.. LKIM saya berepektasi ee... bukan berekspektasi, saya berpikir ee.. itu bertujuan untuk bagaimana menjadikan kita itu menjadi leader leader yang ee.. mumpuni nantinya, tidak hanya untuk diri kita sendiri tetapi juga bagi masyarakat dan bagi negara. Makanya, disana di LKIM itu ee... saya berpikir ee.. pemahaman agama kita akan di perkuat dan ee.. apa ya? Hal-hal yang seorang pemimpin harus miliki sebagai seorang pemimpin akan diajarkan disana tapi ternyata tidak juga.

Interviewer : lalu mbak, setelah mbak mengikuti pelatihan itu ada nggak yang berubah dari diri mbak gitu? Atau mungkin selain apa yang berubah mungkin apa yang mbak dapatkan ketika ikut training itu?

Interviewee : not much, kalau dari LKIM sendiri tidak banyaklah ya mungkin untuk setiap training yang diadakan IP UII ee.. tidak ada perubahan yang signifikan apa lagi untuk long-term condition. Mungkin untuk short-term kemarin mungkin ada, mungkin sedikit termotivasi dengan emm... pembicara – pembicara yang didatangkan tapi itu Cuma untuk short – term juga seperti SLT tadi untuk long-term sendiri I don't feel

anything about that.

Interviewer : Ok, mungkin dalam pola pikir ada nggak, mungkin mbak ketika sebelum mengikuti training pola pikir mbak seperti ini, namun setelah mengikuti LKIM pola pikir mbak berubah gitu.

Interviewee : Untuk LKIM sendiri to be honest pola pikir saya tidak berubah sama sekali.

Interviewer : SLT juga sama?

Interviewee : SLT mungkin sedikit berubah. Saya mulai memahami diri saya itu siapa, namun untuk LKIM sendiri I don't feel that I change.

Interviewer : Ok mbak, kita lanjut mbak. Tadikan udah SLT, LKIM sekarang kita lanjut yang ee.. program latihan terakhir itu LKIL atau Latihan Kepemimpinan Islam Lanjut gitu mbak ya. Menurut mbak, seperti yang tadi, sebelum mbak mengikuti training LKIL ini, ekpektasi mbak apa sebenarnya?

Interviewee : Ekpektasi saya sebenarnya adalah kita itu akan di train ee.. sama contoh contoh leaders yang benar – benar agamanya kuat , yang benar benar patut di jadikan contoh, ya itu ekspektinya seperti itu pada awalnya.

Interviewer : dan ketika mbak mengikuti pelatihannya, seperti apa?

Interviewee : ketika saya mengikuti pelatihannya, ee.. tidak semua menurut saya, tidak semua pembicara yang ditampilkan disana itu menunjukkan apa yang saya harapkan begitu, karena di sana sepertinya kita diharapkan atau diarahkan untuk berkarir nanti, setelah lulus gitu kan, tapi mereka tidak menunjukkan bagaimana ee pembicara tersebut atau leader leader tersebut bagus di bidangnya karena agamanya (oke), begitu, tapi ada ada satu, ada satu kalo gak salah, satu, satu pembicara yang menunjukkan bagaimana kepemimpinan yang bagus dengan nilai moral dan agama yang baik. Gitu jadi hanya satu saja.

Interviewer : baik, kita lanjut ke pertanyaan selanjutnya mbak. Ketika mbak mengikuti training LKIL tersebut mbak, apa yang mbak rasakan?

Interviewee : yang saya rasakan sih, sebenarnya bagaimana ya, ee..bukan, bukan

yang saya rasakan ya, tapi hal yang saya pikirkan mungkin. Saya mulai berpikir mungkin ee bahwa ketika nanti lulus dan menjadi seorang pemimpin itu, ada beberapa hal yang harus saya contoh dari beberapa pembicara, seperti itu. aa jadi saya mulai memikirkan kayak hal2 seperti apa yang patut saya lakukan apabila nanti saya menjadi pemimpin, begitu, karena mereka, karena ip uii sudah memberikan role modelnya di dalam lkil. Nah ee saya tinggal melihat contoh contoh yang saya rasa contohnya itu tu harus saya acungi jempol.

Interviewer : oke. Lalu untuk ini mbak, proses pelaksanaannya atau ya kita bisa bilang pelaksanaannya lah menurut mbak gimana pelaksanaan kegiatan lkil tersebut?

Interviewee : untuk pelaksanaannya sendiri sudah bagus ya, diadakan satu hari ya,

Interviewer : iya

Interviewee : Diadakan dalam satu hari ee ketika, dua hari? Dua hari ya? oh iya dua hari. Jadi tidak terlalu apa ya. Jadi untuk standart kegiatan pelaksanaan menurut saya sudah bagus. eee langsung tutup poin begitu, dan apa ya, mungkin untuk apa ya, pembicaranya sendiri mungkin eee ini termasuk kritik ya berarti ya, jadi untuk ee pembicaranya sendiri menurut saya, saya kira ada contoh 2 role model yang lain atau pemimpin2 yang lain dimana agak, di mana kepemimpinan mereka itu bagus dan juga hal itu ditunjang dengan moral dan agama yang baik yang bisa dibawa oleh ip uii ke lkil selanjutnya begitu. Kalo menurut saya untuk pembicara yang kemaren tidak semuanya menunjukka ee apa ya, bagaimana mereka itu berpegang teguh pada agamanya, begitu, mereka hanya berpegang teguh bagaimana dengan, dengan, dengan ini logikanya, dengan kemampuannya memimipin dan berbisnis begitu. Tidak menunjukkan bagaimana moral, etika, dan agamanya yang kuat sebagai penunjang kepemimpinan mereka

Interviewer : okey, berarti itu kritik dari mbak nadya ya

Interviewee : iya

Interviewer : lalu mbak, menurut mbak ni, tujuan dari lkil ini apa sebenarnya

Interviewee : tujuan dari lkil sendiri itu, hmm... menurut saya bagaimana kita itu diajarkan atau dipersiapkan untuk menjadi individu atau pemimpin yang berguna nantinya setelah lulus eee tapi dengan pertimbangan apa ya, nilai keagamaan dan moralitas kita itu tinggi, begitu.

Interviewer : oke, dan setelah mbak lulus ni menjadi alumni, atau setelah menyelesaikakn training itu, ada gak yang berubah dari diri mbak mungkin

Interviewee : dari diri saya mungkin ada, ada yang berubah, mungkin tidak terlihat, tidak terlihat, Cuma ee itu menjadi prinsip saya. jadi dari sekian banyak pembicara yang didatangkan kemaren, ada beberapa pembicara yang benar benar saya kagumi dengan ee dimana hal hal yang beliau lakukan itu selalu saya ingat dan saya jadikan prinsip sekarang, contohnya dari bapak siapa ya, saya lupa, ee, saya lupa bapaknya siapa namanya itu kemaren, dimana beliau ee oo kalau misalkan teman teman mungkin ikut lkil kemaren inget satu pembicara yang bawa ibunya, yang bawa ibunya ke acara. Ee di sana saya sudah melihat bagaimana apa ya, hal hal yang kita lakukan di masa depan itu benar bergantung pada orang tua begitu. Jadi setelah saya mengikuti training tersebut, prinsip saya sekarang itu menjadi ee apapun yang saya lakukan itu untuk orangtua saya dan ee apa ya saya haru membahagiakan orangtua saya dahulu, baru saya membahagiakan diri saya begitu, jadi ya

Interviewer : oke, dan pertanyaan terkahir mbak, setelah mbak mengikuti proses slt, lkim, lkil ni, menurut mbak apa yang paling bikin berkesan atau yang paling berkesan buat mbak itu apa dan mungkin apa sih yang sekarang itu menjadi sebuah perubahan pada diri mbak setelah mengikuti kegiatan itu mbak?

Interviewee : hal yang paling berkesan sendiri itu bagaimana ya, sebenarnya semua training itu, diadakannya training itu adalah hal yang paling berkesan untuk saya selama saya kuliah. Maksudnya, universitas mana sih yang memberikan training semacam itu kepada mahasiswanya kan, jadi

melihat , melihat ip uii memberikan training seperti itu, itu sangat berkesan. Jadi semua training itu berkesan dan selalu ada nilainya yang bisa saya ambil sekarang begitu. Dan apa tadi pertanyaan satu lagi, maaf?

Interviewer : yang membuat mungkin mbak tu ngerasa berubah, apa perubahan yang mbak rasakan setelah mengikuti kegiatan itu semuanya?

Interviewee : perubahan yang saya rasakan mungkin untuk ee short term dulu ada, tapi untuk yang long term sekarang itu mungkin hanya dalam sekadar prinsip ya, prinsip dalam ee apa, hal apa yang akan dilakukan setelah kuliah, bagaimana menggapai, lalu ya, ya, lebih ke prinsip, lebih ke prinsip. Untuk karakter sendiri mungkin. Kalo untuk karakter sendiri saya rasa tidak, tidak terlalu berpengaruh. Mereka tidka terlalu mempengaruhi saya. karena karakter itu ya menurut saya ituberkembang dengan seiring berjalannya waktu dan dengan pengalaman yang kita lalui

Interviewer : oke, terima kasih mbak nadya sebelumnya sudah menjawab semua pertanyaan yang saya berikan. Semoga karir ke depannya lancar

Interviewee : iya, terima kasih, aamiin.

Respondent 2

Name : Hilmy Ammar Rafi

Date : January 1st 2020

Time : 18.15

Location : Jalan Kaliurang Banteng 3 No. 19, Yogyakarta (Hilmy's House)

Interviewer : assalamualaikum warahmatullahi wabarakatuh

Interviewee : waalaikum salam warahmatullahi wabarakatuh

Interviewer : oh iya, sebelumnya mungkin bisa diperkenalkan dirinya dulu mas

Interviewee : oh iya, nama Hilmy Ammar Rafi, umur 22, asal Bekasi, dari International Program Management ee Universitas Islam Indonesia, ee sudah selesai perkuliahan sejak 20 November kemaren

Interviewer : oke, o karna masnya dari ip fe berarti masnya sudah pernah menjalani serangkaian islamic leadership training mas ya?

Interviewee : iya, betul sekali mas,

Interviewer : oke kalo itu mungkin ee kita ngebahas dari satu persatu dulu mas, kita bahas dari slt dulu ya. Oh iya, ketika mas mendengar slt, apa yang pertama kali terbersit di pikiran mas?

Interviewee : slt itu kan self leadership training ya, ee mungkin si waktu itu pertama kali e kebayang kalau ini trainaing atau seminar yang nekenin kepada ee self center gitu, maksudnya adalah diri sendiri, ternyata benar, wajtu hari h penjalanan slt itu ya, segala macam pelatihan dan material itu difokuskan kepada individu masing masing, kayak gitu

Interviewer : berarti ekspektasi mas sama yang ada di lapangan sesuai berarti ya?

Interviewee : sesuai, sesuai

Interviewer : oke, lanjut mas. Sekarang kita bakal lanjut ke prosesnya mas, prose. Ketika mas melaksanakan atau mengikuti program pelatihan tersebut, apa yang mas rasakan?

Interviewee : slt, ya

Interviewer : iya

Interviewee : slt tu waktu itu dua hari kalo gak salah, dua hari ya?

Interviewer : ee, iya dua hari

Interviewee : sekitar dua hari itu di kaliurang ee karna in basicnya adalah pelatihan itu akan lebih enak kalo tempatnya di ruangan sih sebenarnya, ya kan, karna kalo liat tempatnya itu, menurut saya sih kurang, kurang kondusif aja buat transfer materi dan segala macemnya itu, terus kan slt juga waktu itu dibagi jadi beberapa, dibagi ke beberapa sesi gitu kan, Cuma udah lupa apa aja sesinya, Cuma ee yang paling bagus adalah proses kit mengenali diri sendiri gitu kan. Ada berbagai macam metode yang waktu itu ditawarkan ke kita semua. Kalo gak salah ada yang namanya jauhari window. Jauhari window itu salah satu perangkat menganalisa diri sendiri, buat aea, grey area, dark areanya seperti apa, begitu, dan beberpa apa ya, aa metode2 lainnya yang pertama kali saya coba waktu itu, kayak apa ya namanya. Ada semacam tes psikotes gitu gak ya?

Interviewer : waktu itu ada kayaknya

Interviewee : slt ada ya, iya psikotes gitu. Dan sebagai mahasiswa baru waktu itu 205 itu apa ya , batu loncatan yang bagus untuk ke depannya. Biar kita bisa mengenal diri sendiri, kayak gitu

Interviewer : oke, tadi kan masnya menyebutkan kalau tempatnya itu kurang kondusif ya

Interviewee : hmm

Interviewer : itu menurut masnya kenapa kok tempat seperit itu kurang kondusif untuk pelatihan seperti ini?

Interviewee : oke, karna kalo saya pribadi lebih suka ketika acaranya adalah acara material seperti ini ya dalam artian ada pmebicara yang berpresentasi kemudian kita semua menyimak, mungkin akan lebih enak ketika indoor dan juga adanya sama kursi gitu loh, jadi gak leshan, kayak gitu. Jadi nulisnya enak, kita memperhatikannya juga enak . ruangnya juga lebih kondusif, runagan pake ac gitu kan, mungkin

krn tempatnya agak terbuka gitu kan jadi orang bebas aja sliweran berlalu lalang kan ada yang ke kamar mandilah segala macemlah , iya gitu

Interviewer : lalu mas kalau dalam hal proses dalam pelaksanaan atau proses ketika melaksanakan training itu, menurut mas gimana prosesnya?

Interviewee : proses secara keseluruhan?

Interviewer : iya ketika pelaksanaan

Interviewee : ketika pelaksanaan yaa oke oke aja sih, karna waktu itu di hotel juga, Cuma ya memang hotelnya ya bukan hotel, bukan hotel berbintang kan gitu jadi ya gitu ballroomnya itu terbuka gitu kan , semi outdoor. Tapi enakya ya gitu kita disediakan kamar segala macam kemudian coffee atau tea break di jam2 sekian kemudian dapet makan, partisipan juga dibolehin buat ngerokok segala macam itu enak si, jadi tidak terlalu mengekang. Kan biasanya kalo acara2 kampus kan terkesan mengekang gitu loh

Interviewer : oke, lalu ketika ee ini mas ee menurut mas ni ketika pelaksanaan gitu, perasaan yang mas rasakan apa, mungkin kayak mas merasa kayak wah kegiatannya sangat membosankan atau ini sangat asik atau gimana

Interviewee : iya jadi di beberapa poin memang ada yang terkesan monoton ya maksudnya di beberapa sesi ada rasanya beberapa material yang diulangin , kemudian pembawaan dari si presenter atau pembicara terkadang tidak menarik gitu kan. Ya itu kembali ke pribadi masing2 si sebenarnya. Terus untuk hal yang menariknya si sebenarnya ke arah apa ya, kita menemukan beberapa material2 baru gitu kan, pengetahuan2 baru juga trus ketika kita harus ada praktek gitu kan, jadi ketika kita berbicara ttg praktek ya otomatis kita harus bersosialisai dengan orang yang kita bahkan gak kenal , ya jadi di situpun kita bisa kenal segala macam jadi ya 50;50 lah ada plus ada minusnya gitu

Interviewer : oke, sekarang setelah mas melewati slt gitu kan , setelah mas melaksanakan slt itu gitu kan, menurut mas ni, tujuan dari slt

sebenarnya itu apa?

Interviewee : lebih ke arah biar partisipan, dalam hal ini kita2 semua sebagai orang yang datang ke acara tersebut itu lebih aware terhadap diri sendiri dari segi ee strenght weaness kemudian ya swot analysis lah ya seperti itu terus kemudian kita lebih mengenal diri kita sendiri dan karna selama ini memang bener, dengan kita tidak memahami diri sendir, kita gak akan tau ni mau kemana, kita gak akan tau apa yang bakal lakuin ke depannya, jadi ini batu loncatan yg bagus buat kita merangkai visi dan misi kedepannya, seperti itu

Interviewer : oke, lalu mas, ketika mas sudah mengikuti slt gitu kan, apakah ada yang berubah dari diri mas, baik itu dalam hal pola pikir ataupun dalam hal perilaku dan segala, sebagainya

Interviewee : lebih ke arah pola pikir sih, slt ini, karna kita telah mengenal diri sendir lebih dalam, lebih jauh, kita bisa tau ni, baiknya seperti apa, akan lebih bijak kalo kita berbuat seperti apa dan ee sebuah proses di mana kita bisa menentukan arah langkah kita ke depannya seperti itu

Interviewer : okee

Interviewee : jadi menurut saya untuk slt ini oke

Interviewer : oke, itu untuk slt nya mas, sekarang kita lanjut ke lkim ny

Interviewee : lkim

Interviewer : pertanyaannya kurang lebih hampir sama kayak yang slt tadi mas, yang pertama lah ee ekspektasi mas ketika mendengar akan diadakannya lkim itu apa mas?

Interviewee : lkim, lkim, latihan kepemimpinan islam menengah

Interviewer : iya

Interviewee : saya agak agak rancu sih ya maksudnya ketika ada kepemimpinan islam gitu kan, kemudian ditambah menengah adalah lanjutan dari slt mungkin kayak gitu kan, Cuma kalo berbicara tentang kepemimpinan islam ee agak sedikit rancu sebenarnya gitu kan. Kepemimpinan islam itu seperti apa sih? Apakah harus yang selalu amanah, apakah yang harus selalu mengayomi dan menjaga perilaku dan kemudia

memotivasi dan segala macamnya karna pada dasarnya itu adalah kriteria kepemimpinan yang universal

Interviewer :

Interviewee : kayak gitu, ya kan, ketika kepemimpinan islam itu harus amanah tabligh fathonah seperti itu saya rasa kepemimpinan secara universalpun memang harus seperti itu juga gitu kan

Interviewer : oke,

Interviewee : Cuma dalam kepemimpinan lkim yang pernah yang dilakukan waktu itu memang menurut saya dimasukkan material2 religi seperti aa mungkin akidah kali ya yang pertama itu lalu keimanan gitu kan. Itu lumayan apa ya, lumayan wow, kenapa ada pemurtadan masal di sini kan hahaha karna waktu itu pembicara seperti mengombang ambing keimanan kita gitu kan. Beliau mempertanyakan apakah tuhan itu benar ada, apakah islam adalah agama yang paling sempurna dan paling benar di dunia. Kemudia pertanyaan2 tersebut saya rasa cukup berbahaya ketika dilontarkan kepada mahasiswa semester

Interviewer : awal

Interviewee : awal, berapa si 3 atau 4 ya, sekitar segitu kan. Ketika tidak ada pembahasan lebih lanjut krn materi tersebut hanya berdurasi sekitar dua jam dan materi tersebut tidak tuntas, itu pasti misleading , kayak gitu. Bisa aja ada orang yang akhirnya, yang tadinya keimanannya kuat kemuadian bertanya tanya kembali pertanyaan yang tidak terjawab, bisa saja kan runtuh, seperti itu

Interviewer : lalu ketika mas sudah melaksanakan training ini, apakah ekspektasi mas atau apa yang mas bayangkan itu sesuai dengan ee di lapangannya?

Interviewee : di lapangannya ya

Interviewer : hmm

Interviewee : sebenarnya kalo ee sebernya training atau kepemimpinan seperti ini mungkin sebagian besar universal lah ya material2nya, public speaking kemudian ada apa lagi ya waktu itu ya organi, organization

behavior begitu, dan itu umum ditemukan. Cuma kalo saya pribadi, hal yang paling saya concern adalah pembicaranya, terkadang pembicaranya tidak mampu mendeliver secara 100 persen, secara baik, secara ee apa ya, secara menyenangkan sehingga ketika proses pembelajaran itu menyenangkan itu kan lebih mudah dipahami dan ditranfer ilmunya, seperti itu. Cuma untuk beberapa pembicara yang outstanding gitu kan yang exceptional sekali gitu kan, kayak ee bapak antariksa, itu siapa itu namanya?

Interviewer : yudhi antariksa

Interviewee : yudhi antariksa gitu kan, ya, tiba2 ada bapak2 yang menggoblok2in partisipan itu kan lucu kayak gitu, dan yang paling bagus juga adalah, menurut saya apa namanya, psikotes di isc. Sebelumnya saya belum pernah nyobain tuh di isc seperti apa karna selama ini kita pake 16 personalities kan yang paling umum. Kemudian psikotes2 lainnya kemudian.....

Interviewer : berarti kalo sudah, kalo menyangkut tentang proses pelaksanaannya mas. Menurut mas gimana proses pelaksanaan ketika hari h itu gimana untuk lkim ini?

Interviewee : gak jauh berbeda si sama slt gitu kan, aa slt juga yang seperti yang saya sudah bilang ya kan gak jauh berbeda sama lkim ini jadi rassany, vibenya sama aja

Interviewer : hampir gak ada yang berbeda gitu ya

Interviewee : yes betul Cuma mungkin materinya aja yang dibikin agak sedikit beda kaya gitu

Interviewer : berarti dalam prosesnya kurang lebih sama. Kalau ketika mas menjalani kegiatan itu, yang mas rasakan itu apa?

Interviewee : yang dirasakan apa ya, mungkin krn beberapa materinya itu lebih, lebih universal, jadi ya rasanya agak lebih boiring aja, agak membosankan gitu, kecuali tadi kalo si bapak yudhi antariksa, bapak hebat, keren

Interviewer : oke hahahah, oke, nah setelah mas melaksanakan kegiatan tadi nih

kan, kembali saya tanyakan, tujuan dari pelaksanaan pelatihan lkim itu apa sebenarnya?

Interviewee : jadi ketika balik lagi ke slt, dimana kita dituntut untuk mengenal diri sendiri lebih lanjut, di lkim ini kita diminta untuk apa ya, diberi, dituntut untuk berpikir kemudiane apa ya dengan embel2 akidah jugaee dipekernalkan ke dalam ee lebih e=ke arah organizational behavior, gimana kita berkelompok nantinya, gimana kita berorganisasi, bekerja dalam tim. Jadi lebih ke arah yang luas lagi, seperti itu, untuk lkim si leih ke arah seperti itu

Interviewer : lebih ke sossial berari ya, oke

Interviewee : iya lebih ke interpersonal

Interviewer : interpersonal , dan kembali saya tanyakan, setelah mas mengikuti lkim ini, apakah ada yang berubah dari diri mas?

Interviewee : kalo lkim apa ya, mungkin tidak terlalu ini mas, tidak terlalu berpengaruh banget lah. Ya ada hal baiknya, hal bagusnya Cuma ya saya rasa terlalu general

Interviewer : terlalu general

Interviewee : materinya terlalu general karna untuk materi2 yang disampaikan itu sedikit banyaknya sudah pernah saya pelajari ketika di kelas

Interviewer : oke

Interviewee : ketika kuliah , kayak gitu

Interviewer : jadi sedikit kurang efektif begitu ya

Interviewee : iya

Interviewer : oke, itu untuk yang slt sudah, lkim sudah , ini untuk rangkaian yang terakhir mas, yaitu lkil yang kita ketahui latihan kepemimpinan islam lanjut. Nah, ekspektasi mas nih yang mas bayangkan ketika mendengar akan diadakannya lkil itu apa mas?

Interviewee : awalnya si mikirnya 'ah mungkin bakal sama aja ketika lkim' dan seperti itulah gak jauh bedalah persis mungkin, ternyata ketika proses berjalannya acara tersebut beda gitu kan, seperti yang saya bilang tadi, saya lebih, lebih seneng ketika acara training atau seminar seperti ini

diadakan indoor dan ternyata bener untuk lkil ini dilaksanakan di aula utara gitu kan, jadi partisipanpun dapat kondisi yang kondusif, kursinya juga enak dan yang lebih nyaman sih untuk belajar karna lkim, lkil, slt itu kan belajar gitu kan, seperti itu sih ekspektasinya. Ekspektasi sih awalnya biasa aja gitu

Interviewer : pada awalnya mas, kenapa mas, kok mas awalnya mikir kayak ini bakal biasa aja, ini bakal sama kayak sebelum sebelumnya

Interviewee : karna dari nama kali ya, latihan dasar kepemimpinan islam lanjut, gitu kan, mungkin sempat mikir mikir kayak ini gak akan ada bedanya sama menengah gitu kan, karna ekspektasi, eh evaluasi ketika lkim itu sudah tidak terlalu, tidak terlalu oke, kemudian dihajar lagi dengan lkil jadi ekspektasinya bakal sama aja dan gak jauh beda, ternyata

Interviewer : ternyata ketika di lapangannya?

Interviewee : ternyata beda

Interviewer : beda, yang memberdakan itu apa mas?

Interviewee : ada beberapa hal yang bikin saya excited, tertarik sekali dengan lkil ini, ketika di hari h. Pertama dari segi materi. Jadi setelah saya ikutin, ini materi2 dipersiapkan buat para mahasiswa semester semester akhir gitu kan, jadi lebih dipersipakan untuk profesional experience atau persiapan kita memasuki dunia pekerjaan, seperti itu. untuk temen temen yang ingin bekerja, ini bagus banget kayak gitu kan, karna kita kedatangan beberapa narasumber praktisi yang sudah berpengalaman di bidangnya masing masing gitu kan, dan yang paling saya ingat adalah, pak siapa ya namanya ya, lupa,

Interviewer : yang mana?

Interviewee : pak rizal, pak rizal itu menurut saya luar biasa itu. beliau bercerita banyak tentang pengalamannya dia gitu ketika di garuda especially, dimana dia bisa merangkak dari bawah hingga ke atas gitu kan, itu luar biasa sekali sih, dan dilihat dari sisi personalnya pun pak rizal ini kepribadiannya sangat menyenangkan sehingga ketika transfer materi itu beliau bisa memaksimalkan sebaik mungkin karna kita kita ini

yang masih muda, generasi millennial itu bisa nangkap apa yang diomongin itu secara baik gitu, karna pembawaannya menyenangkan, kayak gitu

Interviewer : jadi untuk secara umumnya menurut mas ni, pelaksanaan untuk kegiatannya itu gimana

Interviewee : pelaksanaan secara operasional gitu maksudnya?

Interviewer : iya

Interviewee : kalo pelaksanaannya si oke oke aja, maksudnya kita dateng, tanda tangan, ambil snack seperti biasa kayak gitu ya, gak ada masalah sih

Interviewer : pada dasarnya ya memang seperti itu ya

Interviewee : ya pada umumnya memang seperti itu

Interviewer : oke, lalu ketika pelaksanaan juga, gimana, apa yang mas rasakan, apakah berbeda dari slt dan lkim, lkil ini?

Interviewee : ya, jelas, seiring dengan bertambahnya umur, ketika itu kita juga sudah masuk ke semester akhir, awareness kita untuk mempersiapkan diri pasti lebih tinggilah gitu kan. Sense of responsibility terhadap diri sendiri itu sudah mulai terasa dan akhirnya ketika mengikuti inipun jadi lebih terpacu

Interviewer : terpacu

Interviewee : terpacu, kita lebih motivated gitu kan, karna didatengin sama beberapa narasumber atau pembicara yang exceptional, luar biasa

Interviewer : jadi menurut mas nih, tujuan diadakannya lkil ini apa, seperti kata mas dengan mendatangkan tokoh tokoh seperti itu

Interviewee : seperti yang sudah saya bilang tadi, lebih ke arah mempersiapkan kita sebagai individu yang matang. Sebagai individu yang matang, dalam artian siap untuk bersaing di dala area yang lebih luas lagi, dalam hal ini ketika kita bekerja, ketika kita menjajaki dunia profesional dan sebagainya, seperti itu

Interviewer : oke lalu untuk perubahan yang mas rasakan ketika menjalani lkil itu sendiri apa mas?

Interviewee : kalo perubahan, kalo menurut saya ini yang paling terasa sih ya,

maksudnya sebagai seorang mahasiswa yang saat itu belum pernah punya pengalaman dalam hal bekerja secara profesional, kita dapat banyak banget insight insight dan juga apa ya, penglihatan yang 'oh jadi seperti ini ketika kita bekerja'. Akan ada sikut menyikut, akan ada proses bargaining, negosiasi, tawar menawar, baik dengan peer kita yang seangkatan, atasan, bahkan bawahan juga, seperti itu, jadi lebih banyak dapat tips and tricks si jadi kita lebih siap untuk mempersiapkan diri

Interviewer : kalau untuk personalnya ni mas, yang saya bilang di awal tadi, mungkin apakah pola pikir, apakah behavior nya mas hilmy nya ada yang berubah atau hanya sekadar 'ya saya mendapat insight dalam hal pengetahuan' saja , begitu

Interviewee : kalau ini lebih ke arah, gak Cuma pola pikir ya, tapi juga lebih ke arah attitude dan behavior si. Saya merasa lebih, lebih pede aja, lebih percaya diri ketika pak riza itu bercerita, pka rizal atau pak riza ya, pak riza adalah orang yang kecil, dalm hal ini memang orangnya kecil, bener bener kecil

Interviewer : dala bentuk fisiknya ya

Interviewee : dalam bentuk physical appearance nya kecil gitukan. Bahwa orng yang kecil, tidak selalu kecil gitu loh. Kita bisa menjadi besar dibanding orang yang sudah besar seperti itu. dan dari situ saya melihat sih, struggle kemudian perjuangan yang dilakukan itu semua orang bisa, pasti, kayak gitu, jadi saya merasa kalo sebagai lulusan uii saya tidak gentar gitu loh

Interviewer : berarti itu menginspirasi mas hilmy gitu ya

Interviewee : iya, jelas

Interviewer : kalau untuk secara keseluruhannya dari slt, lkim, dan lkil. Yang paling mas rasa ada perubahannya itu apa dalam diri mas? Secara umum ya dari slt, lkim, dan lkil. Apa yang berubah dalam dir mas?

Interviewee : aa mungkin sesuai dengan tema besar programnya yaitu character building ya kan, pembngnan karakter, mungkin itu sih, karakter diri

sendiri dari segi pola pikir kemudian behavior kemudian attitude gitu kan, bagaimana kita bersosialisasi dengan orang lain gitu kan yang sepantaran gitu kan, yang lebih muda, bahkan yang lebih tua gitu kan itu cukup membuka mata gitu loh. Bahwa kita ini tidak hidup sendiri, kita akan selalu berdampingan dan bersinggungan dengan orang lain, kayak gitu

Interviewer : sebelumnya terima kasih mas hilmy atas waktunya, saya ucapkan terima kasih

Interviewee : yup, sama sama, semoga sukses mas adyt

Interviewer : siap

Interviewee : oke



Respondent 3

Name : Muhammad Husnul Fikri Ridhani

Date : January 1st 2020

Time : 19.00

Location : Jalan Kaliurang Banteng 3 No. 19, Yogyakarta (Hilmy's House)

Interviewer : assalamu'alaikum warahmatullahi wabarakatuh

Interviewee : wa'alaikum salam warahmatullahi wabarakatuh

Interviewer : mungkin sebelum kit mulai wawancaranya bisa diperkenalkan dirinya dulu mas

Interviewee : ya, nama saya Muhammad Husnul Fikri Ridhani, biasa dipanggil Husnul kalo di kampus dulu. Ya, saya mantan mahasiswa International Program Fakultas Ekonomi jurusan manajemen.

Interviewer : ee tanggal lulusnya mas, masih ingat nggak?

Interviewee : waduh, tanggal lulus, lupa e mas, tapi wisudanya inget mas hahaha

Interviewer : hahahaha

Interviewee : wisudanya ingat mas haha

Interviewer : kapan wisudanya mas?

Interviewee : wisudanya 28 desember 2019

Interviewer : untuk kegiatan sekarang ngapain, sekarang?

Interviewee : lagi garap garap CV aja mau apply apply

Interviewer : oke, berarti lagi mencari pekerjaan gitu ya

Interviewee : iya

Interviewer : oke, lalu ni mas, karna mas ni kan lulusan IP FE gitu kan, otomatis sebenarnya saya mau nanya dulu, mas sudah pernah menjalani serangkaian Islamic Leadership Training seperti slt, lkim, dan lkil mas

Interviewee : ya, udah pernah mas semua

Interviewer : oke, udah pernah ya . nah sekarang kita coba ngebahas satu persatu dulu mas. Untuk pembahasan pertama kita bakal nyoba membahas

SLT dulu.

Interviewee : iya

Interviewer : nah untuk pertanyaan pertamanya mas, ketika mas mendengar kata slt gitu kan, apa yang menja, apa yang terbayang di pikiran mas ketika mendengar self leadership training ?

Interviewee : wah kalo waktu pertama self leadership training, ya menurut saya wah bagus juga gitu kan, karna untuk membuat kita memimpin diri kita sendiri dan nanti kan biasanya ya memimpin orang lain juga, ya menurut saya ya bagus banget ya krna saya sebelumnya belum pernah dapet gitu kan, yaa ekspektasinya juga sebelumnya juga wah pasti pembicaranya bagus bagus karna kan katanya di sana itu ee apalagi sesuai kan dengan ininya, apa ip uii, untuk membangun para para leader, seneng gitu loh. Ekspektasinya tinggi aja bisa dapet value yang bagus juga, pembelajaran baru, kayak gitu sih pertama kali mikirnya, pertama pertama denger gitu ya

Interviewer : lalu ketika menjalani rangkaian slt nya apakah sesuai ekspektasi yang mas harapkan sebelumnya?

Interviewee : iya, waktu menjalaninya ya mas, waduh mas aduuu, untuk menjalaninya itu tu kalo in term of pembicara, pembicara kan waktu itu dari psikologi, orang2 psikolog yak jadi bener2 kita dipacu buat mencari jati dirilah hitungannya, jati diri si maksudnya buat mengetahui kita tu gimana gitu kan biar bisa memimpin diri kita sendiri secara efektif dan efisien gitu kan, dan mereka juga memotivasi secara apa ya bahwa 'aku tu bisa, kenapa kamu gabisa' gitu kan. Bagus mas, dari pemateri itu saya seneng, saya disana juga disuruh visi mismu kayak gimana sih, tujuan hidupmu objektifnya apa, kamu pengen jadi apa. Itu tu bener bener kita di keluarkan semua kan mas. Seneng mas, akan tetapi pada saat menjalani itu, di sini kan training ya mas, otomatis perlu banyak tenaga blablabla otak juga dikuras gitu kan, ya wajar si tapi menurut saya itu terlalu banyak kegiatannya, terlalu padat si, itu capek banget mas itungannya.

Menurut saya ya capek banget jadinya, jadi hari pertama it's okay but for the second day, i mean 'wow i'm so tired bro' gituloh. Kayak gak fokus lagi untuk hari kedua, walupun sebenarnya pembicaranya tu bener2 bisa membuat kita ini, membuat kita fokus lagi, Cuma tetep itu tu capek banget kalo menurut saya. terlalu padat banget kegiatannya.

Interviewer : wah berarti dalam hal proses pelaksanaan itu menurut mas itu kegiatannya terlalu padat gitu mas

Interviewee : iya, padat, capek mas

Interviewer : yang mungkin menurut mas ni, kalo untuk training dalam hal slt sebaiknya itu proses pelaksanaannya seperti apa mas?

Interviewee : kalo menurut saya ya materi sehari itu cukup 2 sampe 3 aja gitu kan. Kalo kemaren itu bisa 4 sampe 5 mas seharinya. 4 sampe 5 bahkan malemnya pun kita Cuma tidur berapa jam dan inikan pelatihan islam ya otomatis banyak kegiatan2 islamnya juga ee ngaji dan segala macem kan itu ada malem tuh. Saya bukannya apa Cuma kita ya training juga, kalo misalkan disematkan dengan hal2 yang kayak gitu tu jadinya malah, malah capek gitu kan, padahal difokuskan di sini kan training secara islaminya juga. Ya ngerti valuenya tetap dimasuk masukkan kan, Cuma kegiatannya aja sih yang terlalu ini, menurut saya si itu gitu, Cuma overall si karna pembicaranya memang dari psikolog jadi mereka ngerti kitanya juga, mereka bisa baca kitanya juga, jadi enak juga. Dan si pembicaranya itu juga punya banyak bawah2an gitu, staff2 yang walaupun kita lebih dari 60 orang, hampir 60 50 orang, Cuma kita dibagi jadi grup2 dan di grup2 itu tu disisipkan 2 orang dari orang psikolog juga gitu kan yang ahli juga, jadi mentoring kit tu jadi lebih efektif gitu kan di hari h nya, jadi di satu tim itu Cuma 7 – 8 orang ya mas jadinya lebih efektif dan bagus menurut saya karna memang training harus kayak gitu gitu kan

Interviewer : oke, i see. Lalu ketika pelaksanaan yang mas rasakan mas, maksudnya itu lebih kayak perasaan yang mas rasakan ketika menjalani trianing itu apa mas. Apa mas mungkin merasa bosan,

apakah senang, apa seperti apa?

Interviewee : aa bosan ada senang ada

Interviewer : kenapa?

Interviewee : ada senengnya., senengnya itu tu, kalo si pembicara, senengnya ya, pembicaranya itu gak ngomong doang tapi dia buktiiin juga gitu kan. Dia buktiiin, hari ke 2 saya inget banget pagi hari kita baru bangun tidur, kita disuguhin pagi2 di lapangan. bisa gak kalian katanya jalan dengan satu kaki. Dia buktiiin dia bisa gitu kan. Wah itu maksudnya prakteknya juga ada gitu kan. Wa itu saya seneng banget kalo misalnya yang disitu gak Cuma pembicara doang tapi ada prakteknya juga. Itu seneng, itu poin bagus menurut saya . karna memang ini, dan juga dia di hari terakhir itu dia ngetes kita mas jadi dia numpahin air, dia numpahin air kira2 kebersamaannya kita sebagai ee sebagai mahasiswa itu kayak gimana kan, jadi ya pada akhirnya kita ngebersihin bareng2 kan. O itu ngetesnya juga bagus si mas karna itu spontan banget dia ngetes gak ada instruksi dan segalam macem, itu murni dari ee apa ya, inisiatif kita gitu, inisiatif berdasarkan pola pikir, logika, dan juga hati kan. Misalnya ada temen kita yang bersihin satu secara logika gua capek tapi gua harus nolong gitu kan karna gak mungkin dia, karna banyak banget kena airnya. Secara logika gua pengen bantu dan secara hati gua juga dites kira2 gua mau gak sih nolong orang gitu kan, gua mau gak sih peduli sama orang gitu, yaudah secara logika dan hati itu bener2 dites di hari terakhir dan itu di penutup, gue inget banget itu di penutup dan gue seneng banget waktu itu dan kalo masalahnya bosennya ya pasti ada bosan ya mas, namanya juga training apalagi kalo saya bilang tadi padet banget. Jadi emang ada beberapa poin yang bosan cuman bagusnya di sini karna dia dari psikolog jadi ya bisa membawanya dengan santai juga pembicaranya, lebih enak juga, cuman untuk bosan sendiri sih biasanya saya ngobrol sama temen saya gitu kan tapi masih, in term of training gitu kan, topik yang kita bicarain

Interviewer : lalu yang, kegiatan yang membosankan itu ketika slt mas, yang ketika itu menurut mas yang mana dan kenapa kok bisa acara itu atau bagian itu membuat mas merasa bosan?

Interviewee : ee ini mas, waktu kita tu disuruh ee gambar pohon mas saya inget banget si mas, gambar pohon karna kan saya pertama saya gasuka gambar ya mas, dan itu tu perlu mikir gituloh dan kita walupun ada mentornya juga cuman kita bosen aja karna kita waktu itu siang hari banget kita disuruh nulis kayak gitu, wktunya, karna udah capek, kudu mikir, dan akhirnya saya bosan gitu kan karna waktu nulisin itu, itu aja si kalo misalnya

Interviewer : oke, lalu sekarang kita lanjut ke proses pelaksanaannya mas. Menurut mas nih, proses pelaksanaan ketika diadakannya slt itu sendiri seperti apa?

Interviewee : prosesnya 2 hari ya, dan ya prosesnya si lancar2 aja sih mas waktu itu kemaren. Tapi ya emang, ya emang karna jadwal padetnya itu jadi, jujur saya emang bukan orang yang suka dengan hal2 yang terlalu padet jadwalny kayak gitu apalagi dipaksa untuk training ya. Training kan butuh waktu luang yang banyak, energi yang banyak juga. Tapi secara proses saya mendapatkan banyak pembelajaran baru ya mas apalagi untuk mimpin diri sendiri dan ee di sana banyak dapet insight juga, kira kira menentukan tujuan hiduplah, gitu, pada saat proses itu tu tujuan hidup itu terbuka gitu kan, pengen jadi apa, pengen ini pengen itu, padahal waktu itu saya nulisnya sembarang aja mas

Interviewer : hahaha

Interviewee : tapi ya setelah itu, setelah itu tu jadinya *cingkling* gitu loh

Interviewer : berarti kalo dalam hal proses atau dala hal pelaksanaannya itu fine fine aja, tapi yang menjadi pr adalah kegiatannya yang terlalu padat gitu ya, oke. Lalu ketika mas sudah mengikuti rangkaian dari hari pertama sampai hari terakhir, menurut mas ni, tujuan sebenarnya slt itu apa gitu

Interviewee : tujuannya ya, karna kan waktu itu kita juga di ini ya mas ya, untuk

ee bagaimana kita mengetahui diri kita sendiri, kita memimpin diri kita setidaknya baru kita memimpin orang lain ya mas ya, ee itu tu tujuannya bagus banget. Jadi apalagi, saya setelah itu saya tau itu ada stepnya lagi, ada latihan kepemimpinan lagi yang ee dilanjutkan ya mas dari slt tersebut. Jadi secara di sini saya tau gimana memimpin diri saya sendiri dan bagaimana logika saya jalan tapi hati saya juga jalan gitu

Interviewer : oke, lalu, lalu setelah mengikuti seluruh agenda kegiatan gitu kan, menurut mas ada gak sih yang berubah dari sebelum mas mengikuti kegiatan ini lalu setelah mas mengikuti kegiatan ini apa yang berubah dari diri mas

Interviewee : kalo pada saat itu, karna menurut saya itu bukan training yang untuk short term kamu langsung dapat valuenya ya, Cuma ya itu long term jadi kamu dapat valuenya mungkin setelah 2 atau 3 tahun. Dan saya menyadari mungkin 'wah kalo dulu saya gak ikut pelatihan ini mungkin saya gak bakal kayak gini gitu kan'. Dulu tu saya egois mas orangnya mas, gak mau bantu orang mas, haha, bukannya gamau sih Cuma pilih2. Sekarang ya berkat kayak gitu, karna, saya yang paling inget itu yang dites terakhir di hari terakhir dia numpahin itu, bener bener merubah pola pikir ya mas ya, apalagi, apalagi kita, maksudnya gua waktu itu ngeliat temen gua ngebersihin air yang ditumpahin sama trainingnya tapi setelah itu tu semua dari kita 40 orang di belakang itu tu kita bantu semua dan how does it feel, it feels so great gitu loh, itu yang gua pikirin, itu yang merubah banget pola pikir gua sampe sekarang gitu loh

Interviewer : nah kenapa mas, kok menurut mas ini ketika short termnya gak dapat dan malah mas lebih ke long termnya. Apa yang membuat hal seperti itu terjadi?

Interviewee : karna waktu hari tersebut gua gak merasakan, gua merasakan dampaknya ya, tapi kan gak terlalu besar buat gua. Tapi setelah beberapa minggu, beberapa bulan berikutnya, setahun berikutnya gua

mikir gitu kan. Setelah gua mendapatkan pelatihan, namanya latihan lkim mas ya, nanti, gua pikir 'oh ini tu lanjut'. Setelah gua dapat mimpin diri gua sendiri, gua bisa mimpin orang lain. tapi bagaimana gua bisa mimpin orang kalo misalnya gua secara diri sendiri gua gabisa mimpin diri sendiri, gua gatau tujuan hidup gua, gua gabisa care sama orang, gua gabisa apa ya, membuat orang it dengerin gua gitu kan, atau respect sama gua, tapi di sini gua juga bisa dapat respect orang, bantuin orang. Itu makanya gua bilang itu tu long term, bukan short term bagi gua sendiri, bagi individu gua gitu.

Interviewer : oke. Itu untuk yang SLT mas, sekarang kita lanjut ke pelatihan sesudahnya yaitu LKIM atau latihan kepemimpinan islam menengah. menurut mas ni, ketika mas mendengar kata LKIM atau latihan kepemimpinan islam menengah, ekspektasi mas itu apa itu apa yang mas bayangkan dalam kegiatan ini, apa yang bakal mas dapatkan di kegiatan ini?

Interviewee : ya, jadi si, waktu saya mendengarkan waktu yang pertama kan kita, waktu, kita, waktu tahun pertama gua masuk semester 1 gua dapat pelatihan Self leadership training. Dua tahun berikutnya apa setahun berikutnya, gua lupa, pleatihannya kan latihan kepemimpinan dasar islam, eh latihan kepemimpinan islam menengah. aduh, gua bilang, islam, gitu berarti kan otomatis valuenya value islam banget. Mohon maaf ni kan saya kan bukan orang yang islamny kuat banget, dan kadang gua gak terlalu terobsesi buat kayak belajar islam secara mendalam. Waktu gua dapat yang kayak gitu, oh mungkin maksud di sini tu kita mendapatkan value value yang ee kepemimpinannya berdasarkan dari nabi muhammad saw kayak gitu kan ya, jadi bagaimana mencontoh kepemimpinan tersebut. Menurut saya sih seperti itu ekspektasi yang pertama. Dan yang pasti makanan gratis dua hari tiga hari (hahah)

Interviewer : lalu setelah mengikuti kegiatan itu apakah itu sesuai dengan ekspektasi yang mas bayangkan sebelum mengikuti kegiatannya

Interviewee : enggak hahahah malah, malahannya enggak gituloh, karna dari, pada saat kita menjalaninya itu malah beda banget gitu, maksudnya gak terlalu yang islam islam banget tapi ada hal yang menurut saya tu tu bahaya ya. Bahaya karna dari pemateri pertama itu apalagi itu materi pertama ya, kalo ga salah ya, malemnya kalo ga salah, malem hari pertama itu dapet pemateri kayak gitu, gitu kan, itu mempertanyakan banget tentang keislaman kita gitu kan. Wow itu, di luar ekspektasi banget sih

Interviewer : dan menurut mas pelatihannya itu seperti apa, yang kok beda dari ekspektasi itu?

Interviewee : hm karna di sana tu kita nggak banyak praktek lagi, lebih banyak prkatek pas slt, lkim lebih banyak duduk tapi juga dengerin ini juga. Prkateknya ada cuman gak terlalu banyak kayak waktu slt ya. Jadi pembicaranya juga diganti ganti juga dan pembicaranya itu ternyata gak terlalu islam islam banget mas, gitu maksud saya, Cuma beberapa aja yang islam. Malah ada yang, menurut saya, mohon maaf, kampret mas pembicaranya (hahaha) kayak apa, partisipan ditanya, digoblok goblokin mas, tapi kocak, tapi materinya tetep masuk ke kita

Interviewer : berarti penyampaiannya ya yang cukup menarik menurut mas gitu ya. Berarti ketika mas melaksanakan kegiatan tersebut, apa perasaan yang mas rasakan pada saat mengikuti kegiatan itu?

Interviewee : perasaannya, karna gua belajar dari slt ya, gua tau capek pasti ini tu, perasaan gua, yaudah gua kudu istirahat. Pada akhirnya perasaan gua, pada akhirnya itu santai santai aja gitu kan, gak terlalu bosan. Tapi menurut gua lebih bosan ini ya, lebih bosan waktu di lkim karna banyak materinya, banyak lebih materi secara lisan, tulis, eh lisan ya, nggak praktek gitu kan. Jadi memang perasaan saya walaupun seneng ada pelatihan lagi kayak gini, bisa ngumpul lagi bareng temen temen yang beda jurusan lagi, cuman pelatihan yang ini tu menurut saya agak bosan dikit karna materinya lebih ini, lebih intens lah materinya.

Interviewer : oh berarti acara lkim ini lebih membosankan karna lebih banyak

materinya gitu daripada praktek di lapangan seperti itu

Interviewee : iya

Interviewer : oke, lalu ketika kita membahas masalah proses pelaksanaannya mas. Nah menurut mas itu proses pelaksanaan di lapangan itu seperti apa

Interviewee : ee proses pelaksanaannya sih menurut saya fine fine aja, Cuma ada tanda kutip ya mas, di sini gue inget banget pembicara hari pertama, nama bapaknya lupa, tapi dia mempertanyakan tentang islam itu apa sih, gitu, dan banyak, banyak pertanyaan yang menurut gue bahaya banget apalagi, cuy gue tu baru masuk, gue gak terlalu mendalami islam, gue ditanyain hal kayak gitu, gue malah memikirkan gitu loh, astaga. Gua agama islam ktp doang apa ya? Gitu. Tapi, itu untuk pembicara pertama. Menurut gue masalah, bukan masalah, Cuma sih, gue gak terlalu suka ya karna memang itu, apa ya, sensitif banget untuk ditanyakan. Cuma untuk pembicara2 lain, ada pembicara yang menurut gua, karna emang dia dari, karna gua management, dan dia mendalami marketing, di sana gua mendapatkan pencerahan ini ya, pencerahan bahwa 'ok gua setelah ini fokus, gua di manajemen, gua pengen pilih marketing' gua dapet, gua pengen jadi apa pada hari itu, lebih memantapkan diri gua pengen jadi apa pada hari di pelaksanaan tersebut gitu kan. Sebelumnya gua masih ragu2 gitu kan, gua pengen pilih marketing tapi gua takut gitu kan, nanti akhirnya jadi sales. Tapi akhirnya dia menjelaskan, salah satu pembicara itu menjelaskan bahwa kerjanya si marketing itu bukan Cuma sales doang gitu loh

Interviewer : nah kenapa kok ketika mas mendengarkan pemateri yang membicarakan marketing itu mas bisa langsung menentukan berarti 'wah saya maunya ngambil marketing nih di manajemen ini'

Interviewee : karna dia, jadi dia tu, seorang, dulu dia pernah ini ya berkecimpung di bagian pemasaran gitu kan dan dia juga pernah jadi jabatan yang agak tinggi lah ya, jadi dia menjelaskan bagaimana sebenarnya proses kita leading orang2 untuk menyumbangkan ide2 bagus buat marketing suatu perusahaan gitu kan. Gua dapet insight banget buat ini, buat

kedepannya gua mau kayak gimana gitu loh

Interviewer : berarti secara garis besar untuk proses pelaksanaannya gak ada masalah ya mas ya

Interviewee : gak ada

Interviewer : Lalu ketika mas udah menyelesaikan seluruh rangkaian kegiatan lkim, menurut mas nih, apa tujuan dari diadakannya lkim itu sendiri

Interviewee : kalo dari judul kan untuk anu ya, membatu kita memimpin ini ya, maksudnya leadership kita dikembangkan untuk yang agak menengah levelnya. Tujuannya kan kayak gitu ya, Cuma gua merasa gak dapet ini, gak dapet value value kepemimpinan yang lebih gitu kan pada saat gua latihan lkim gitu. Jadi emang, lebih, lebih, menurut gue lebih ini yang slt,

Interviewer : gak dapet valuenya itu kenapa mas

Interviewee : karna menurut gua, karna ya mungkin karna menurut gua ya itu kurang praktek ya. Karna gua lebih seneng orang orang yang training yang ada prakteknya banyak dari pada pemateri, materinya banyak. Nah waktu lkim tu, itu terlalu banyak materi tapi prakteknya tu nggak,

Interviewer : kurang

Interviewee : kurang, dangak sebanding gitu kan. Karna waktu slt kan prakteknya 50:50 kan. Malah lebih menurut gua, prakteknya lebih dari 50 Cuma waktu lkim materinya lebih dari 50% dan prakteknya kurang banget. Menurut gua sih seperti itu, dan ada praktek tapi prakteknya itu cuman, kita Cuma disuruh beberapa. Yang paling gue inget itu Cuma kita disuruh nulis tujuan hidup kita blablabla tujuan kita mau jadi apa. Cuma kayak gitu doang prkateknya jadi gak ada praktek yang lebih intens lagi kayak waktu slt yang kita dibawa ke lapangan, kita di, dikeluarkan jati dirinya gitu mas

Interviewer : oke, untuk pertanyaan selanjutnya. Ketika mas sudah selesai mengikuti lkim, apakah ada perubahan yang terjadi dalam diri mas?

Interviewee : kalo perubahan mungkin ada dikit, tapi gak terlalu impact banget ya

Interviewer : apa itu mas kalo boleh tau perubahan yang walaupun sedikit itu

Interviewee : gua mau mendengarkan orang sih sebenarnya. Karena dia tu waktu itu ada materi secara ini, bahwa mendengarkan itu tu lebih baik gitu kan daripada ini, nah gua jadi lebih mau mendengarkan orang. Dulu gua orangnya gak mau ndengerin pendapat orang mas, maunya pendapat gua aja gitu kan

Interviewer : dan menurut mas kenapa kok pelatihan ini tidak memiliki impact yang besar dalam diri mas?

Interviewee : ya karna mungkin, mungkin karna sebelumnya gua, saya udah pernah, saya membaca buku ini ya mas, seven habits of effective people ya,jadi udah mendapatkan insight insight yang banyak dari buku tersebut dan pada, maksud gua waktu training mungkin bisa dapat hal yang lebih banyak dari itu ternyata buku itu lebih menjelaskan lebih banyak hal gitu daripada saat traininngya gitu kan. Ya karna mungkin itu, praktekny kurang gitu kan

Interviewer : prkatek kurang dan mas sebelumnya sudah membaca buku yang menurut mas isinya lebih baik

Interviewee : yaa, lebih kompleks

Interviewer : ya, kompleks

Interviewee : komprehensif menurut gua

Interviewer : oke. Sekarang, ini udah pertanyaan terakhir untuk lkim. Ini kita masuk ke pelatihan yang terakhir mas, yaitu lkil, atau kita bisa bilang itu latihan kepemimpinan islam lanjut. Seperti, sama seperti pertanyaan sebelum sebelumnya, menurut mas nih, ekspektasi mas ketika mendengar lkil atau latihan kepemimpinan islam lanjut itu akan diadakan apa mas?

Interviewee : kalo ekspektasi saya si., karna sebelumnya kan dapet lkim ya mas, dan lkim itu gak terlalu membekas di hati saya. jadi ya biasa biasa aja gitu kan ekspektasinya, ya paling ada latihan ini lagi, latihan yang banyak materi lagi tapi di sana juga disisipkan value value islam. Menurut saya seperti itu pertamanya, ya, jadi gak terlalu berekspektasi banyak sih, tapi paling ya mungkin, karna kan sebelumnya disebutkan

bahwa pematerinya adalah berdasarkan dari uii, adalah orang orang uii yang pernah, yang udah sukse gitu katanya. Dan datang dari beberapa background. Wah itu ekspektasi saya sih, harusnya gua bisa dapet beberapa hal yang baru sih dari ini gitu kan. Gua dapet informasi bagaimana nantinya

Interviewer : lalu kenapa pada awalnya tidak, bisa kita bilang tidak berekspektasi tinggi lah ya terhadap lkil ini. Ini kenapa mas tidak berkespektasi seperti itu?

Interviewee : ya mungkin karna ini ya, karna lkim nya nggak terlalu membekas di hati saya jadi impactnya ke pelatihan berikutnya, karna ini kan saling berkaitan

Interviewer : oke

Interviewee : jadi mungkin seperti itu

Interviewer : berarti gara gara pelatihan sebelumnya ya membuat mas tidak berkespektasi tinggi terhadap pelatihan ini

Interviewee : iya gak terlalu banyak, apalagi saya taunya lkil ini dilaksanakannya dua hari tapi kita nggak ngep mas, kita Cuma di kampus aja. Karna kan lkim sama slt kan kita ngep di luar gitu

Interviewer : lalu setelah mas mengikuti kegiatan itu apa yang mas rasakan, maksudnya apa sesuai dengan yang ekspektasi mas sebelumnya atau malah berbeda dari ekpektasi mas sebelumnya?

Interviewee : wah menurut saya ini pelatihan yang paling bagus malah mas.

Interviewer : kenapa mas

Interviewee : karna bener2 alumni2 kita didatengin , yang satu dia entrepreneur ya mas ya, maksudnya dia baru bangun bisnisnya sendiri. Dia menjelaskan bagaimana proses dari awal kita ngeplannya, kita nge-donya, terus kita ngeceknnya lagi, trus kita, baru kita action ini ya, untuk perubahan yang lebih baik. Bagus banget. Dan yang kedua dateng dari seorang alumni kita juga, dia bekerja di perusahaan bumh mas. Apalagi, anunya pas banget di bidang yang gua tekunin kan, marketing, dia marketing juga dan dia tekunnya di bidang service dan

ee di bidang service ya mas ya, karna kan kadang gua tertarik sama service sama retail, jadi bagus banget pembicara kedua. Dan pembicara ketiga tu berdasarkan dari negara, maksudnya dia pemerintahan gitu kan. Jadi bener bener didatengin alumni2 kita yang udah sukses, yang udah dateng berdasar kan perbedaan, berbeda, berbeda lah background nya gitu mas. Dan menurut gua, bagus banget, gua seneng banget waktu itu

Interviewer : jadi menurut mas acara atau kegiatan ini tu bagus banget karna pembicara pembicara yang diundangpun bisa kitabilang luar biasa seperti itu ya

Interviewee : iya dan juga mereka memberikan sebuah insight dan juga apa sih yang bakal lu lakukan nanti pada saat lu bekerja gitu kan. Hal hal pengalaman yang mungkin kita gabakal, kita belum menyadari, kita belum berekspektasi akan hal tersebut, tapi mereka menjelaskan hal tersebut gitu kan. Di situ juga bagaimana nanti kita solve the problem, bagaimana kita bagaimana kita juga meniti karir kita setelah kita lulus dari kuliah ini, kita mau karirnya kayak gimana, kita mau bagaimana dan di situ juga bagaimana kalau misalnya lu jadi staff, lu kudu gimana walupun lu disana lu, bagaimana lu, relasinya sama yang separtar sama lu atau sama atasan atau nanti bagaimana lu nanti menjadi leader ya atau menjadi manager apa gimana lu ke bawahan lu. Jadi bener bener, ini bener bener daper value nya bahwa ini t, wah ini advance, advance leadership training karna disertai dengan pengalaman dan bukti dan fakta fakta gitu kan. Menurut saya seperti itu

Interviewer : lalu ketika mas menjalani training itu ni, apa yang mas rasakan

Interviewee : hmm yang saya rasakan, banyak terkagum kagum

Interviewer : terkagum

Interviewee : apalagi khususnya buat yang, si yang pak rizal, wah itu yang gua banget, di bidang marketing, itu gua kagum banget. Dia orangnya biasa aja, gak keliatan kayak orang orang sukses banget gitu kan, Cuma secara kita liat dari cv dari background nya dia, dia dari bekerja

sebagai staff di Garuda terus naik, naik, naik sampai dia di Jepang, kerja di Jepang, nulis buku, itu gue seneng banget sih, bahkan gua sampe sekarang follow Instagramnya, kadang gua nanya nanya sama dia gitu

Interviewer : kenapa, kok itu membuat mas terkesan sekali dengan pembicara Pak Rizal ini

Interviewee : karna secara pembawaan waktu dia training itu, dia bener bener touch my heart gitu loh, touch my heart gitu kan, wah gua kudu kayak gini gitu, gua kudu bisa kayak gini. Dia aja bisa apalagi gua gitu kan. Dia yang hidup di jaman generasi X, gue hidup di jaman generasi milenial yang mana teknologi yang ada pada saat ini tuh lebih mencukupi daripada dia dan gua, berdasarkan pengalamannya dia, bagaimana gua improvisasi sendiri hal yg gua lakuin selama kuliah, bagaimana gua bisa ke depannya mengembangkan hal tersebut gitu

Interviewer : berarti bisa kita bilang Pak Rizal ini begitu menginspirasi mas begitu ya

Interviewee : iya, banget banget

Interviewer : lalu ketika kita ingin membicarakan masalah proses pelaksanaannya mas. Menurut mas proses pelaksanaan Iki ini gimana?

Interviewee : ee bagus mas menurut saya, walaupun materinya banyak ya, tapi materinya tu gak terlalu, gak terlalu berat gitu kan. Lebih banyaknya mereka sharing pengalaman dan kebanyakan kita yang nanya, mereka yang jawab gitu kan. Interaksinya langsung dua arah. Sebelum sebelumnya juga dua arah Cuma yang ini tu lebih menceritakan pengalamannya mereka, lebih detail pengalamannya mereka juga. Dan yang luar biasanya prosesnya itu tu gak terlalu banyak hambatan hambatannya. Hambatannya tu gini mas, gak capek banget gitu kan, otak kita fresh terus, dimana, ya seperti itu sih proses. Tapi secara proses si value yang didapatkan banyak banget apalagi kita dijelasin secara pengalaman, pengalaman mereka begitu kalo udah bekerja gimana, gitu

Interviewer : oke lalu ketika mas sudah mengikuti rancangan kegiatan, mas sudah melihat pembicara yang bisa kita bilang luar biasa tersebut, menurut mas nih tujuan diadakannya ltkil itu apa

Interviewee : tujuannya ya yang pasti itu adalah latihan terakhir buat kita menyiapkan diri kita buat terjun ke lapangan yang sebener benernya gitu loh, karna kan kuliah masih, ya ecek ecek lah karna Cuma join organisasi, beberapa yang part time dan internship, ya masih ecek ecek lah mas, karna dunia kerja itu bener bener wow gitu kan

Interviewer : berarti untuk mempersiapkan diri kita ke jenjang kerja lah, bisa kita bilang seperti itu ya

Interviewee : ya, ke jenjang kerja dan bukan Cuma membuat visi misi kita bahwa kita bukan cuma kerja doang tapi di sana kita bagaimana kita menjadi seorang international leader lah mas, jadi bagaimana nanti kamu tu misalnya udah kerja di perusahaan ini, nanti kamu, bagaimana kamu bisa mencapai puncak di perusahaan ini gitu kan. Bagaimana kamu bisa maintain orang2mu nanti, itu sih menurut saya

Interviewer : lalu setelah mengikuti kegiatan itu, ada gak perubahan yang mas rasakan di dalam diri mas?

Interviewee : ee kalo perubahan si, not really, tapi insight nya banyak banget ya mas. Insight nya itu maksudnya, gua pengen kerja dimana apa, gua pengen kerja di mana, gua pengen kerja di industri apa, itu gua dapet insight dari sana dan juga gua daet ngetahuin pengalaman yang menurut gua ya lu kalo mau, maksudnya ada satu hal yg paling gua senang dari pak rizal kemaren. Dia jelasin, kamu kalo mau ini, kalo rapat jangan duduk di belakang katanya, duduk di depan katanya. Saya selalu rapat duduk di depan, kalo misalnya ini ya ngomong, tapi ngomong jangan asal ngomomng, ya kamu bener bener analisa dulu baru kamu ngomong, jangan ngomong sembarangan gitu. Kalo ngomong pengen show up doang, gak kayak gitu. Itu bener bener masuk banget di otak gua

Interviewer : berarti kasarannya bisa lebih kayak kita tu lebih dapet nasehat dan

insight yang bagus gitu ya dalam hal ini, tapi tidak terlalu membentuk dalam kayak perubahan dalam pola pikir ataupun perilaku ya

Interviewee : enggak, kalo menurut saya kalo perilaku sih enggak, tapi kalo pola pikir maksudnya, kena sih mas maksudnya, pola pikir karna setelah itu pola pikir gua, kalo gua mau kerja gua pengen jadi orang gimana

Interviewer : jadi lebih mengetahui seperti apa begitu

Interviewee : misalnya kalo lu di jalanan lu liat ada orang yang keluar dari mobil pake jas, trus lu liat ada orang yang nyapu, gua pengen diri gua ke depannya, 20 tahun lagi gua pengen jadi orang yang nyapu di jalan atau gua pengen jadi orang yang keluar dari mobil pake jas itu

Interviewer : oke, i see. Pertanyaan terakhir mas, setelah mengikuti rangkaian slt, lkim, dan lkil, ini secara umum aja ya, perubahan apa yang mas rasakan mungkin sampai sekarang ktetika sudah mengikuti seluruh rangkaian kegiatan ini

Interviewee : ya, perubahannya sampe sekarang, kalo sekarang apa, setelah gua itu mas

Interviewer : terserah mas, mungkin dari ketika sesudah selesai ataupun mungkin sampai sekarang. Atau kita bisa bilang untuk short term nya apa, untuk long term nya apa

Interviewee : secara perubahan ya mas ya, beberapa ini, dulu gua orangnya gak mau yang namanya ribet mas. Tapi sekarang gua pengennya ribet mulu karna seorang leader gamau ribet, gimana orang bawah2nya gitu, orang mau simple aja, iya tau ini jaman milenial, hal hal simple berhamburan di luar sana tapi kadang tu hal ribet juga pengen, perlu di ini, itu pas banget di gua jadi gua suka hal yang ribet sekarang. Sampe sekarangpun, maksudnya gua gak tau memimpin orang yang bagus, tapi setelah mendapat training training gua tau gitu kan, kalo menjadi pemimpin itu bukan Cuma ide lu doang yang harus lu apa ya, yang lu pagang teguh gitu, tapi lu juga, ide lu itu juga disampein ke orang2, orang juga denger, lu juga dengerin ide mereka gitu kan, respect for ini juga, trus peduli sama orang juga kalo misalnya ada

bawahan lu yang kenapa2 gitu kan, ada masalah, dia kerjanya nurun, gitu kan, itu pasca gua dapet training itu gua juga mulai berubah. Gua mulai, mulai peduli gitu kan sama orang. Karna kan saya juga ikut organisasi dan jadi koordinator gitulah pokoknya, jadi ya seperti itu

Interviewer : oke, sebelumnya saya ucapkan terima kasih dulu buat mas husnul karna telah menyempatkan waktunya

Interviewee : iya sama sama

Interviewer : semoga kedepannya sukses dan tidak terjadi hambatan yang terlalu banyaklah atau terlalu besar dalam karirnya mas husnul

Interviewee : aamiin aamiin

Interviewer : sebelumnya terima kasih lagi mas husnul, semoga sukses

Interviewee : aamiin, terima kasih



Respondent 4

Name : Faris Asyrof Al Ftih

Date : January 13rd 2020

Time : 20.30

Location : Koppen Coffe Shop

Interviewer : Assalamualaikum warahmatullahi wabaratu

Interviewee : Waalaikumsalam warahmatullahi wabaralatu

Interviewer : oh iya mungkin mas sebelum mulai interviewnya , mungkin masnya bisa memperkenalkan dirinya terlebih dahulu.

Interviewee : Ok, perkenalkan nama saya Faris asyrof al fatih biasa di panggil asyrof. Empp... saya alumni ee.. FE Akuntansi IP 2014.

Interviewer : Ok, karena mas asyrofnya merupakan alumni dari IP FBE UII berarti sebelumnya mas asyrof sudah pernah menjalankan Islamic Leadership Training yang mana itu adalah SLT, LKIM, dan LKIL ya?

Interviewee : Ok, tentu sudah

Interviewer : Ok, sekarang kita bakal bahas satu satu dulu mas mulai dari SLT atau Self Leadership Training. Nah, menurut mas Asyrof Self Leadership Training itu pelatihan seperti apa mas?

Interviewee : Kalau pelatihan seperti apasih.. ya... pelatihan seperti biasa sih, kayak seminar terus kita main main gitu. Jadi, waktu dulu masuk tu nggak tau ya kalau misalkan ada pelatihan pelatihan kayak gitu, terus abis itu kita masuk terus ternyata sudah ada agenda seperti itu ee... kita berkumpul waktu itu bareng bareng sama anak ... kalau nggak salah sih sama anak anak FTI sama anak FH, Cuma FH nya beberapa cuma dulu dapatnya anak FTI terus yaudah kita disitu kenalan, kumpul kumpul kayak gitu sih.

Interviewer : Ok, terus ketika mas Asyrof mendengar akan diadakannya pelatihan Self Leadership Training ekspektasinya mas asyrof itu apa mas

terhadap pelatihan ini? Atau apa yang mas Asyrof ingin dapatkan dipelatihan ini?

Interviewee : Kalau ekspektasi pribadi sih nggak ada yang muluk muluk ya cuma kalau dilihat dari namanya aja Self Leadership Training ya dulu itu sempat aa... mengharap kalau misalnya ya ada apa... memang ada agenda khusus yang di buat untuk membentuk pribadi anak anak IP ya, jadi kalau masuk, lagiankan kita sendiri juga mikirnya bayarnya mahal kalau misalnya ada ee.. agenda yang beda atau unsur unsur pembedanya buat apa gituloh, jadi kayak waktu itu exited sih jadi kayak..wah... lumayan nih uang ku bisa ngalirnya ke sesuatu yang lebih ee.. berguna seperti itu.

Interviewer : Ok, tadikan mas asyrof bilangkan ingin mengembangkan pribadi gitukan. Hal pribadi apa yang mas asyrof ingin kembangkan ketika mendengar SLT itu ?

Interviewee : Jelas kalau misalnya yang namanya kita berkumpul dalam suatu forum,dalam khalayak ramai kayak gitu tu yang jelas kita harapkan adalah bagaimana kita cara ngomng ya. Terutama ee... masalah ngomong it tu public speaking yang nggak cuma ee.. kenceng dan berani ngomong didepan orang sebenarnya cuma ee.. nggak cuma berani ngomong kenceng didepan orang dan punya mental ngomong didepan orang tapi kita juga harus tau bagaimana cara ngomong didepan ee.. etikanya terus abis itu cara memperlakukan orang kalau misalnya ada yang bertanya dan bagaimana kita menjawab, seperti itusih.

Interviewer : Ok, lalu setelah mas Asyrof mengikuti training SLT ini apakah ekspektasi diawal itu terpenuhi di training ini? Apakah sesuai dengan ekspektasi mas Asyrof?

Interviewee : Kalau dari pribadi saya sendiri, dulu jujur belum karena waktu itu ya saya orangny masih malu, masih nggak tau harus apa, biasakan kalau misalnya bawaan dari orang tua dan keturunan jawa masih pekewah pekewoh jadi kayak ya.. ngomong nantilah nantilah gitu, jadi waktu

itu ee.. saya rasa dengan adanya SLT untuk saya pribadi belum memenuhi ekspektasi saya sendiri, seperti itu.

Interviewer : Ok, berarti belum terlalu memiliki dampak yang signifikan ya ketika training itu. OK, lalu kita lanjut ke.. ketika pelaksanaannya mas. Ketika mas Asrof menjalanin pelatihan itu, perasaan apa yang mas Asyrof rasakan disana?

Interviewee : waktu itu sempet ini sih.. kagetkan ketemu ee.. anak anak beda ini..apa.. beda fakultas terus abis itu kayak ini siapa..ini siapa, kaget gitu jadi kayak belum kenal jadi kayak bingung, linglung apa lagi kayak mau ngomong jadi kayak ee... apa.. takut salah gitu..

Interviewer : Malu?

Interviewee : Iya malu, takut salah, takut menyinggung jadi kayak ee.. ya pelaksanaannya asik sih sebenarnya Cuma ya itu tadi. Ee... apa namanya untung ada kegiatan kegiatan yang sudah mengandung unsur ice breaking jadinya ee.. jadi nggak canggunglah pelaksanaannya.

Interviewer : Nah, ketika ... karena sudah menyinggung masalah pelaksanaan, menurut mas asyrof pelaksanaan acara itu seperti apa? Apakah masih ada yang kurang atau harus ada yang dibenahi atau sudah cukup baik? Atau seperti apa?

Interviewee : kalau untuk ee.. mengatakan efektivitas dan efisiensi sudah cukupsih, karena ee.. untuk apa namanya.. pelaksanaan sendiri teknisnya itu sudah diurus sama pihak kampus sedemikian rupa sehingga jadi waktu itu kita cuma tinggal datang aja, ikut yaudah selesai tapi untuk ... kembali lagi untuk efektivitas dan efisiensi dari outputnya sendiri itu kembali lagi ke pribadi masing masing. Mungkin ada yang setelah SLT itu sudah langsung berasa ininya dan mungkin seperti saya sendiri belum, karena belum ada ee.. apa namanya.. kesadaran atau mungkin ya seperti itu ya jadinya ya itu kembali lagi ke pribadi.

Interviewer : Ok, lalu setelah mas Asyrof selesai mengikuti SLT ini menurut mas Asyrof ni, tujuan utama atau tujuan sebenarnya dari diadakannya SLT itu apa?

Interviewee : Tujuan utamanya ya.. kalau menurut ku sih melangsungkan visi dan misi IP yang waktu itu nurturing global innovative leaderkan, jadi kalau misalnya kamu mau menjadi leader tapi kamu tidak bisa mengkomunikasikan sesuatu, kamu tidak bisa memimpin, kamu nggak bisa ngomong ya.. sama aja ya.. visi dan misi itu tidak bisa berjalan, seperti itu. Jadi ee.. ya seperti itu.

Interviewer : Menurut mas Asyrof apakah itu suda berhasil? Atau belum?

Interviewee : untuk dilihat secara keseluruhan sepertinya ee... agenda IP mengadakan apa.. SLT pelatihan seperti ini tu saya rasa sudah berhasil, karena ee.. saya lihat juga sudah banyak orang orang lulusan IP yang berhasil gitu, yang mungkin dulunya kita nggak tau kayak apa, mungkin bisa jadi orang itu dulunya juga pemalu, orang itu ee.. leda lede, nggak mau ini nggak mau itu tapi ternyata dengan adanya pelatihan kayak gini tu mereka tersadarkan gitulo oh.. jadi seperti ini, jadi pemimpin tu harus seperti ini, seperti itu.

Interviewer : Ok, lalu setelah mas Asrof selesai mengikuti pelatihan SLT ini apakah ada yang berubah dari diri mas Asyrof?

Interviewee : Kalau waktu itu sehabis SLT belum sih, maksudnya belum banyak kayak cuma ee.. untuk secara soft skill pribadi itu belum banyak, cuma ya waktu itu jadi kenal teman teman fakultas lain jadi kayak oh... si ini si ini kenal gitu gitu doang sih.

Interviewer : Kalau dalam hal cara berpikir atau pola pikir, apakah ada yang berubah?

Interviewee : Menurutku belum banyak berubah sih waktu itu , karena masih dibawa ee.. ini apa..ee.. vibe vibenya SMA, baru lulus SMA masuk kuliah, masih seneng ngebayangin wah kuliah ee.. bisa pake baju bebas, jadi ya waktu itu masih belum fokus kesini, masih belum ke soft skill itu apa, yang penting dulu dating, ngerjain tugas, kayak gitu gitu dulu.

Interviewer : Sekedar kewajiban gitu ya?

Interviewee : iya, sekedar kewajiban, seperti itu.

Interviewer : Lalu apakah sekarang menurut mas Asyrof sekarang itu oh.. ternyata SLT itu ada manfaatnya buat aku yang sekarang?

Interviewee : Jelas, jelas ada manfaatnya , karena ee.. apa namanya.. SLT itu kan dulu waktu pertama masukkan kirain cuma satu itukan pelatihan, ternyata ee.. makin kesini kita makin tau ee.. pelatihan seperti itu yang diadakan IP tu banyak, jadi itu tu baru permulaan, kayak pemantiknya gitu, jadi ya gitu.

Interviewer : kalau manfaat yang mas Asyrof rasakan sekarang setelah mengikuti SLT apa mas?

Interviewee : Manfaatnya.. ee...

Interviewer : Dalam pola pikir mungkin atau perilaku

Interviewee : Dalam pola pikir sih ee.. mungkin ini ya, yang dulu ee.. SMA orangnya kayak gitu gitu aja biasanya satu daerah terus abis itu kuliah itu ee.. apa namanya.. kuliah itu dari orang darimana mana datang terus abis itu kita bercampur aduk dengan budayanya masing masing, bertemu disini terus abis itu ee.. di SLT itu saya belajar bahwa ice breaking itu penting gitu jadi pola pikirnya yang dulu harus ..apa namanya.. yang dulu harus gitu gitu aja, setelah ketemu banyak orang jadi berfikir bagaimana kita harus bisa ya.. katakanlah kalau misalnya ee.. ada orang yang egonya tinggi dan rendah, yang rendah juga naik dikit yang tinggi juga turus dukit, jadi kita bisa ..apa ya namanya.. seperti bertemulah ditengah

Interviewer : Berarti lebih kayak berbaur, beradaptasi dan toleransi begitu ya

Interviewee : iya.

Interviewer : Itu untuk yang SLTnya mas. Sekarang kita lanjut ke LKIM nya ya. Sebenarnya pertanyaanya juga kurang lebih sama. Menurut mas Asyrof kegiatan LKIM itu kegiatan yang seperti apa?

Interviewee : Menyenangkansih, karena ee.. aku baru ingatkan dulu yang SLT tadi itu di hotel oplos, di Kaliurang KM 22. Terus kegiatan LKIM ku dulu itu diadakan di hotel kana di Kaliurang nya. Jadi, aa.. tempatnya nyaman, terus abis itu dingin juga, terus ee.. apa ya.. overall

menyenangkan. Sedikit beda sama SLT ee... tempatnya lebih enak menurut ku dan kegiatannya sebenarnya lebih banyak karena waktu itu kalau nggak salah nginep 3 hari 2 malam, jadi kayak sesuatu yang beda.

Interviewer : Lalu, ketika mas Asyrof mendengar akan diadakannya LKIM, ekpektasi mas Asyrof terhadap pelatihan ini apa?

Interviewee : Sebenarnya sama seperti SLT sih, waktu SLT mau diadakan itu, jadi kayak aku nggak tau ini apa yang pasti udah ikut aja karena ini udah ada agenda wajib dan harus diikuti, yaudah ikut aja. Maksud ku, ee... apa.. daripada apa.. buang buang waktu untuk melakukan hal yang nggak penting kayak ee.. aku dulu ngerasa bahwa kayaknya IP tu bikin kegiatan ini nggak apa... sudah dibentuk sedemikian rupa gitu, jadi kalau ini tu bukan suatu hal yang sepele.

Interviewer : Berarti masih sama kayak masih sekedar kewajiban dan belum ada ekspektasi apapun gitu ya?

Interviewee : iya.

Interviewer : Ok, ketika pelaksanaan gitukan, apa yang mas Asyrof rasakan pada saat ee.. pelaksanaan itu?

Interviewee : Kalau dari aku pribadi senengsih, karena aku suka kegiatan yang bareng teman teman terus abis itu pake nginep nginep kayak gitu tu ada kesan tersendiri gituloh, kayak 'wah.. kita rame rame' hypenya, bagaimana ee... apa.. rame rame ketemu temen dan melakukan banyak hal kayak gitu.

Interviewer : Untuk prosesnya sendiri nggak ada masalah?

Interviewee : Nggak ada masalah. Makanannya enak, terus abis itu transportasinya juga sudah di sediakan jadi kita nggak perlu repot repot kesana sendiri, harus bingung tempatnya dimana sampe harus mengulur acaranya karena keterlambatan kita.

Interviewer : berarti untuk pelaksanaan udah OK ya?

Interviewee : Ok

Interviewer : Ok, lalu sekarang kita masuk ke paska pelaksanaannya, setelah mas

Asyrof mengikuti seluruh rangkaian kegiatannya, menurut mas Asyrof tujuannya dari LKIM nya itu sendiri apa mas?

Interviewee : Tujuannya masih sama sih, membentuk kepribadian seseorang dalam arti mahasiswa IP, jadi kayak ee.. si IP ini melangsungkan programnya untuk ee.. Visi dan Misi nya itu.

Interviewer : Berarti secara signifikan itu nggak terlalu ada perbedaan antara SLT dan LKIM mas ya?

Interviewee : Kalau ini belum.. kalau saya rasa dulu aku ee... belum, secara pribadi belum ada perbedaan signifikan karena waktu itu kalau nggak salah jarak ee.. agenda SLT dan LKIM itu sedikit dekat, jadi waktu itu kayak masih terbawa vibe nya kuliah awal awal jadi yaudh gitu aja.

Interviewer : Lalu hal yang mungkin mas Asyrof rasakan berubah atau berbeda setelah mas Asyrof mengikuti kegiatan LKIM ini apa mas? Ada nggak?

Interviewee : Sek.. saya ingat ingat dulu agendanya. Jadi waktu itu kayak seminar seminar gitu, kita di hotel Kana terus ngedatengin pembicara pembicara gitu ya.. seperti biasa kita diberi insight gitu tentang siapa mereka sebenarnya, terus apa yang mereka lakukan, terus abis itu bagaimana mereka meraihnya, pokoknya background nya mereka itu seperti apa sebagai seorang speaker atau ee.. pembicara. Jadi, ee... gimana ya?

Interviewer : Secara pribadi apa ada yang berubah setelah mas Asyrof ikut LKIM? Setelah mas Asyrof selesai LKIM mas Asyrof berubah menjadi orang yang seperti ini atau tidak ada yang berubah atau bagaiman.

Interviewee : Kalau berubah adasih, karena setelah diberikan insight insight tadi jadi kayak ada pandangan baru gitu, jadi kayak kita tu ee.. mau apa? Hidup bagaimana? Dan sebagainya. Kita jadi belajar dari apa yang telah dilalui oleh speaker speaker ini.

Interviewer : Oh.. berarti sama aja kayak memberi gambaran untuk mas Asyrof kedepannya seperti apa, begitu ya?

Interviewee : iya kurang lebih sepertinitu.

Interviewer : Ok, sekarang kita lanjut ke program pelatihan terakhir mas yaitu LKIL atau Latihan Kepemimpinan Islam Lanjut. Nah, masih sama seperti tadi, menurut mas Asyrof kalau Untuk LKIL ini sendiri itu merupakan pelatihan yang seperti apa mas?

Interviewee : Pelatihan tingkat lanjutan. Kayak apa ya? Jadi kalau agendanyasih dulu seingat ku masih inikan.. kita datang, duduk, dengerin seminar kayak gitu. Terus ee... masih sama sih dengan misi memberikan insight kepada mahasiswa IP untuk ee.. lebih punya vision kedepannya. Harapannya setelah lulus IP tu kamu mau ngapain, ee.. apa yang harus kamu lakukan, dsb.

Interviewer : Ok, menurut mas Asyrof apakah ada hal yang mungkin.. kan tadi sama sama seminar gitu. Tapi apakah mungkin menurut mas Asyrof adalah perbedaan antara LKIL ini dengan pelatihan pelatihan sebelumnya?

Interviewee : Kalau LKIL ini aku rasa ee.. perbedaanya adasih karena udah tingkat lanjutan. Waktu itu yang aku rasain adalah lebih banyak ke bagaimana kamu kalau misalnya mau jadi seorang businessman itu diberikan insight bahwa bagaimana kamu meng-guide customer terus bagaimana kamu menjalin relation dengan si customer mu ini supaya tetap berlanjut, nah misalnya kamu mau menjadi seorang karyawan itu, bagaimana kamu mengembangkan diri agar kamu terlihat lebih ee.. apa ya... lebih terpendang daripada yang lain. Selain kamu bisa mendapatkan pekerjaan, kamu juga bisa ee.. terlihat lebih cemerlanglah gitu terus abis itu kamu ee.. bisa mendapatkan kenaikan pangkat yang cepat terus abis itu kamu bisa di apa ya istilahnya... diberikan banyak hal ah dari perusahaan itu. Karena seingat ku dulu itu yang didatangkan ya ee.. alumni alumni IP yang sudah dipilih .. yang sudah ee... mahir dibidangnya.

Interviewer : Ok berarti boleh kalau saya mencoba menyimpulkan, berarti sama kayak memberi gambaran di dunia kerja atau seperti apa?

Interviewee : Iya memberikan gambaran di dunia kerja dan dunia business.

Interviewer : Ok, sekarang kita lanjut ke pelaksanaannya mas, sebelum itu ekpesktasi mas Asyrof ketika mendengar LKIL akan diadakan itu apa mas?

Interviewee : Karena waktu itu saya sudah berbeda ya pikirannya, sudah mahasiswa tingkat lanjut, waktu itu sudah kenal kakak tingkat banyak terus sudah dikasih tau bagaimana menyusun skripsi , terus abis itu ee.. bagaimana kamu nanti ngurus hal ini itu, terus apa yang harus kamu persiapkan sebelum kamu lulus dan setelah lulus maka dulu saya juga dikasih tau bahwa di LKIL itu nanti juga bakal dikasih ee.. semacam insight dan wejangan wejangan dari orang orang yang sudah mahir dibidangnya, jadi waktu itu ekspektasinya bahwa tidak Cuma ee..diberkan insight tapi juga ee.. bagaimana mungkin diberikan kemudahan atau channel gitu, jadi kalau misalkan orang orang yang pengen lanjut kuliah dikasih tau cari beasiswa bagaimana selain kita cari sendiri. Abis itu, kalau misalnya mau jadi karyawan atau mau masuk perusahaan tertentu itu bagaimana? Apa kah ada syarat syarat tertentu terus yang mau bangun bisnis itu ee.. itu juga apa namanya.. diberi gambaran. Waktu itu dulu sempat ada sesi dimana seorang pembicara itu membagi satu ruangan itu dibagi 3 (tiga) : setelah kuliah lanjut bisnis, setelah kuliah lanjut sekolah lagi dan setelah kuliah menjadi karyawan atau bekerja.

Interviewer : Ok, lalu setelah mengikuti kegiatan ini mas, apakah ekpektasi yang mas Asyrof bayangkan sebelum mengikuti pelatihan itu sudah mas ayrof dapatkan? Sesuai ekpektasi mas asyrof atau tidak?

Interviewee : Hampir sangat sesuai ekpektasi sih, kecuali ekspektasi gambaran bagaimana ee.. kita selaku mahasiswa IP ini mendapatkan channel gitu ya. Maksudnya, kayak mungkin semacam apa ya.. Cuma waktu itu yang mungkin nggak ada... yang lainnya sudah cukup mencukupi ekspektasi.

Interviewer : Berarti harapan mendapatkan channel aja yang belum terpenuhi ya.

Interviewee : iya

Interviewer : Kita lanjut ke yang pelaksanaannya. Ketika pelaksanaan untuk LKIL itu perasaan apa yang muncul?

Interviewee : kalau yang LKIL itu agak bosan sih karena waktu itu kegiatannya cuma duduk, kita cuma dengerin ee..apa.. seminar gitu. Beda sama kayak SLT dan LKIM karena disitu masih ada serunya, karena kita berinteraksi dengan speaker, abis itu kita ee.. bermain main, kita ice breaking dan sebagainya, abis itu kita juga berinteraksi sesama ee.. mahasiswa, jadi bedanya disitu, LKIL kurang berinteraksi.

Interviewer : Ok, lalu kalau masalah pelaksanaannya mas. Untuk mas Asyrof sendiri pelaksanaan waktu LKIL itu seperti apa? Apakah sudah mumpuni atau masih ada yang kurang?

Interviewee : Untuk teknis sendiri itu dari pembicara saya rasa sudah cukup mumpuni karena mereka sudah memiliki ee.. pembicara yang benar benar sudah matang jadi saya sudah puas dengan para pembicara yang dipilih waktu itu. Untuk tempatnya ya... cukup sih untuk banyak orang, cuma e..disuatu ruangan seperti itu tu apa ya... ya mungkin dari saya pribadi cukup bosan sih karena hanya datang dan mendengarkan seminar tanpa interaksi, tanpa ada game dan semacamnya. Untuk teknis lainnya mungkin.. apa ya... ee.. snack dan semacamnya atau mungkin ee.. cukuplah nggak mengecewakan.

Interviewer : Ok, berarti hanya dalam hal interaksi kegiatan yang kurang ya.

Interviewee : Iya.

Interviewer : Lalu setelah selesai mengikuti kegiatannya , apakah mas Asyrof ini sudah terbayang sebenarnya tujuannya LKIL itu apa?

Interviewee : ee.. sudah.

Interviewer : Apa itu mas?

Interviewee : jadi ya meningkatkan mahasiswa ke jenjang selanjutnya. Setelah kamu lulus kuliah terus kamu mau berencana kuliah lagi bagaimana kiat kiatnya , kalau misalnya kamu nanti mau bisnis itu bagaiman kiat kiatnya terus abis itu juga kalau kamu lulus terus mau jadi karyawan disuatu perusahaan itu juga ee.. apa saja yang diperlukan.

Interviewer : Ok, setelah mengikuti kegiatan LKIL , apakah mas Asyrof merasakan ada perubahan didalam diri mas Asyrof. Untuk LKIL itu sendiri?

Interviewee : EE... cukup ada perubahan signifikansih karena waktu itu yang ee pola pikirnya setalah lulus aku mau ngapain , mau kemana gitu terus diberikan pandangan oleh orang orang yang saya rasa sudah benar benar mumpuni jadi kayak memberikan pandangan dan lebih mantap abis kuliah itu saya mau ngapain.

Interviewer : Berarti kayak perjalanan kedepannya sudah mulai jelaslah ya mau ngapain gitu ya.

Interviewee : iya, sudah diberi insight oleh para speaker ini.

Interviewer : Untuk pertanyaan terakhir mas. Nah kalau secara keseluruhan pelatihan. Hal yang mungkin mebuat mas Asyrof berubah, dalam artian kayak yang paling mas Asyrof rasakan perubahannya secara keseluruhan pelatihannya.

Interviewee : Cara menentukan pilihan , bagaimana saya menanggapi suatu hal ee.. dari semua pelatihan yang diselenggarakan oleh IP tidak terbatas hanya SLT, LKIM, dan LKIL itu ee.. berdampak pada diri saya yaitu bagaimana saya memutuskan dan bagaimana saya memberanikan diri dalam memilih sesutusah.

Interviewer : Berarti lebih berani dalam menentukan pilihan ya

Interviewee : iya

Interviewer : Ok mas Asyrof mungkin itu aja untuk interview kali ini, semoga kedepannya mas Asyrof dilancarkan dan semoga sukses kedepannya.

Interviewee : Aamiin

Interviewer : Ok terima kasih mas Asyrof

Interviewee : Sama sama.

Respondent 5

Name : Fajar Prabowo
 Date : January 15th 2020
 Time : 20.35
 Location : Koppen Coffe Shop

Interviewer : Assalamualaikum warahmatullahi wabaratu

Interviewee : Waalaikumsalam warahmatullahi wabaralatu

Interviewer : Ok sebelumnya mungkin bisa diperkenalkan dirinya dulu mas Fajar

Interviewee : Oh iya, mas Adyt. Perkenalkan nama saya Fajar Prabowo, saya ee...
 dulu kuliah di UII IP 2014 dulu mas. Kakak kelas anda berarti.

Interviewer : Oh iya. Berarti sekarang kegiatannya lagi ngapain mas?

Interviewee : Sekarang kegiatannya sibuk persiapan wisuda, terus ada job job
 diluarlah mas gitu.

Interviewer : Berarti masnya kan alumni IP FE kan mas?

Interviewee : Betul betul, IP FBE UII.

Interviewer : Nah, berarti masnya sudah mengikuti serangkaian kegiatan Islamic
 Leadership Training begitu ya, seperti SLT, LKIM dan LKIL

Interviewee : Sudah sudah sudah.

Interviewer : Ok kalau begitu kita breakdown satu per satu dulu mas ya, kita bahas
 dari SLT terlebih dahulu.

Interviewee : Oh program nya satu satu gitu ya? Boleh boleh boleh.

Interviewer : Nah kalau untuk SLT sendiri mas. Menurut mas ni, ketika mas
 mendengar akan diadakannya program latihan SLT atau Self
 Leadership Training, menurut mas itu kegiatan training seperti apa
 mas?

Interviewee : SLT itu yang tahun tahun awal mas ya?

Interviewer : Iya benar.

Interviewee : SLT itu Self Leadership Training namanya kalau nggak salah ya? Oh

itu dulu pas mengikuti saya senang sih mas karena mungkin masih awal awal, masi MABA gitu ya. Terus melihat ada Self Leadership Training dimana dulu kita dari SMA belum ada kegiatan kegiatan seperti ini. Pas ada disini senang karena ya saya orangnya memang pemalu dulu terus ikut kegiatan kayak gini suka gituloh.

Interviewer : Emangnya ketika mas mendengar SLT gambaran mas itu kegiatannya bakal seperti apa?

Interviewee : Dulu jujur ya, kalau dengar SLT tu kayak wajib militer ini guys, karena Self Leadership Training gitu kan, sekalnya pas dijelasin di TM ternyata oh... sekalnya untuk manajemen diri sendiri, kayak gitu. Tahap awal menjadi ee... apa ya.. untuk menjadi leader untuk diri sendiri dan orang lain gitu.

Interviewer : Lalu ketika mas tadikan mulai ngeh nya pas technical meeting ya, terus ketika mas technical meeting itu dan mendengar penjelasan SLT ekpektasi yang mas harapkan untuk pelatihan ini apa mas?

Interviewee : ee.. ekspektasi diawal itu mungkin kegiatannya seru gitu ya dan focus untuk mengembangkan diri sendiri, karenakan namanya Self gitu kan , terus banyak kegiatan kegiatan yang bisa mengolah pikiran kita sendiri, menghancurkan ee.. paradigma paradigma yang dulu kita tahu kayak harus dilayaninlah, dll gitu mas.

Interviewer : Ok, itukan ekspektasi mas ya. Lalu setelah mas mengikuti kegiatan ini, apakah pelatihan itu sesuai dengan ekpektasi yang mas harapkan ketika technical meeting atau sebelum kegiatan?

Interviewee : Kalau 100% nggak sih mas, Cuma mungkin kalau dihiitung dari persenan 80% lah karena mungkin di SLT itu ada kegiatan kita bisa berpikir gimana berpikir focus, mencapai sebuah tujuan, terus bagaimana cara bekerja sama dan memimpin teman-teman yang lain tidak menganggap mereka sebagai bawahan kita tetapi sebagai teman-teman untuk berkolaborasi, untuk saling memajukan ee... sebuah tujuan gitu mas.

Interviewer : Ok, lalu itukan tadi kita membicarakan sebelum training mas ya. Nah,

sekarang kita coba ngebahas tentang ee... pelaksanaan. Ketika mas menjalani kegiatan SLT ini, perasaan apa yang mas rasakan?

Interviewee : Setelah menjalani ya mas ya?

Interviewer : Ketika menjalani

Interviewee : Oh iya, sebenarnya aa plus minusnya ya. Kalau negatifnya kegiatan ini ketatsih mas, karena malam kita nggak boleh ngumpul-ngumpul, harus langsung tidur. Positifnya banyaksih mas, kegiatannya menarik, nggak monoton, terus dibungkus secara baik dan yang paling saya suka itu kita bisa mengenal diri kita sendiri gituloh. Gimana caranya kita mengembangkan diri kita dari apa yang sudah kita buat disana, gitu.

Interviewer : Berarti bisa kita bilang ada bagian baik dan ada bagian yang kurang baik begitu ya?

Interviewee : Iya, biasa itu mas dalam sebuah acara.

Interviewer : Tapi secara keseluruhan menyenangkan atau seperti apa mas?

Interviewee : Menurut saya menyenangkan. 80% ketemu dengan ekspektasi saya.

Interviewer : Lalu kalau kita membicarakan tentang proses pelaksanaannya, menurut masnya pelaksanaannya gimana? Apakah sudah cukup luar biasa, mumpuni atau masih ada yang kurang?

Interviewee : Kalau menurut saya tempatnya, Kalau dulukan saya di omah oplos mas, tempatnya kurang leluasasih mas kalau menurut saya, masih bisa digantikan ke tempat yang lebih luas, kegitannya juga nggak Cuma indoor aja tapi juga bisa outdoor. Itusih masukan saya buat SLT, Cuma ya... mungkin sudah di evaluasi di tahun-tahun berikutnya. Saya dengar kemarin tahun-tahun berikutnya sudah lebih luas gitu.

Interviewer : Berarti dari kabar yang mas dengar sudah lebih baiklah ya dalam proses pelaksanaannya.

Interviewee : iya, sudah lebih baik.

Interviewer : Kita sekarang ngomongin paska pelaksanaannya. Tadikan kita sudah membahas tentang ekspektasi masnya, lalu ketika mas sudah selesai mengikuti kegiatan ini, menurut mas tujuan sebenarnya dari SLT itu apasih?

Interviewee : Saya rasa yang saya lihat, tujuan SLT ini bukan menciptakan secara instan sebuah leader gitu tapi bagaimana caranya kita mengenal style leadership kita. Tahap awal menjadi sebuah leader seperti itu menurut saya. Karena, kita kemarin focus mencari jati diri, sebagaimana kita jadi leader yang akan memimpin seperti itu mas.

Interviewer : Berarti focus ke diri sendiri ya.

Interviewee : Iya betul.

Interviewer : Lalu ketika masnya sudah selesai menjalankan training ini, apakah ada perubahan yang mas rasakan terhadap diri mas?

Interviewee : Kalau dari SLT adasih mas. Jadi, saya lebih tertata orangnya, terus ee.. saya bisa menyuarkan aspirasi saya begitu.

Interviewer : Berani mengemukakan pendapat?

Interviewee : Iya betul, jadi diforum nggak Cuma diam aja akhirnya. Karena kemarin saat SLT saya kebetulan jadi leader dari sebuah grup, jadi akhirnya kenapa diwaktu-waktu lain nggak bisa.

Interviewer : Itukan bisa kita bilang dalam berperilaku. Kalau dalam pola pikir sendiri mas, apakah ada yang berubah?

Interviewee : Pola pikir akhirnya berubah mas. Jadi yang biasanya kita egois, ngomongin diri sendiri tapi akhirnya mulai membuka diri untuk mendengarkan orang lain dan mengutamakan tujuan bersama.

Interviewer : Mengurangi sikap ego berarti ya?

Interviewee : Iya benar mas.

Interviewer : Ok, kalau untuk SLT sepertinya cukup sampai situ. Sekarang kita lanjut ke yang LKIM mas.

Interviewee : LKIM itu yang dihotel Kana saya dulu mas.

Interviewer : Sama kayak tadi mas pertanyaannya. Sebelum pelaksanaan dulu ya. Menurut mas ketika mas mendengar akan diadakannya LKIM itu sendiri, menurut mas LKIM itu pelatihan yang seperti apa?

Interviewee : Saya dulu lihatnya 'Oh ini tahap lanjutan dari SLT' jadi yang kemarin kita cari jati diri mungkin sekarang karena dia menengah, berlatih untuk menjadi pemimpin begitu.

Interviewer : Lalu ketika masnya menjalani kegiatan itu, apakah kegiatannya sesuai dengan ekspektasi yang mas harapkan?

Interviewee : emppp sebenarnya ini program yang paling tidak sesuai dengan ekspektasi saya sih mas. Karena, ekspektasi saya mungkin lebih banyak ke praktek, bikin mind-map atau gimana, Cuma pas di LKIM kemarin itu banyak mendengarkansih mas, banyak ceramah dari orang-orang, ada satu pertanyaan yang belum bisa saya jawab sampai sekarang mas.

Interviewer : Apa itu?

Interviewee : Tuhan itu apa? Itu dari bapak-bapak dari filsafat mana... UGM atau UII gitu lupa saya mas. Itu juga ada tu pertanyaan, dia menanyakan kepada kita diakhir ee.. sesi, dia bilang silahkan mencari tahu tuhan itu apa.

Interviewer : Berarti sebenarnya dari pelatihan itu sendiri masih ada yang menggajal di hati mas gitu ya?

Interviewee : Iya menggajal, karena mungkin lebih islami mas ya. Sayakan orangnya nggak begitu islami mas ya, jadi ee... pendidikan agama islam saya Cuma cukup, nggak lebih dari teman-teman yang lain, ada dari pondok, dll. Cuma, saat saya LKIM itu mungkin menyenangkan cuma saya sedikit roaming disana gituloh. Mungkin di sesi pertama membahas tuhan itu apa, dll susah saya menjawabnya dan terus yang lainnya juga saya ingat ada pak Yodi antariksa, itu cukup apa ya.. cukup baik dalam menjalankan materinya sih, kayak gitu sih mas tapi ya belum sesuai ekspektasi saya.

Interviewer : Sekarang kita mulai masuk ke pelaksanaan. Ketika mas menjalankan atau mengikuti kegiatan ini, apa yang mas rasakan?

Interviewee : Pas LKIM ini saya sakit mas, saya ingat. Jadi pas sakit ya mungkin agak bete-bete gitu ya, dan waktu itu tempatnya diatas dan saya sedikit kedinginan, cuma saya ee... pelaksanaannya mungkin materinya bagus mas Cuma saya rasa kalau pelaksanaannya lebih ke praktek saya rasa lebih bagus akhirnya nanti karena kebanyakan kita hanya duduk diam dan diskusi aja mungkin bisa disisipkan halhal yang lebih

menggerakkan badan gitu.

Interviewer : Berarti kurang praktek maksud masnya ya?

Interviewee : Iya kurang praktek.

Interviewer : Kalau interaksi dengan pembicara menurut mas gimana?

Interviewee : Sekarang mungkin banyak teman-teman yang mungkin bosan, sebenarnya pembicaranya sudah bagus dalam menawarkan pertanyaan atau menawarkan diskusi cuma ngerti sendiri mas mahasiswa gitukan, ngantuk-ngantuk gitukan. Kemarin saya juga ngantuk-ngantuk.

Interviewer : Seperti kurang di encourage gitu ya?

Interviewee : Iya benar mas, lebih monoton.

Interviewer : Kalau dalam pelaksanaannya menurut mas nya gimana?

Interviewee : Bagus sih mas, cuma ya itu monoton.

Interviewer : Berarti kalau dalam hal snack, tempat dan sebagainya sudah cukup baik?

Interviewee : Sudah cukup baik, tempatnya bagus yang ini.

Interviewer : Berarti cuma masalah monoton itu aja ya?

Interviewee : Iya mas monoton, capek materi terus

Interviewer : Lalu kalau kita ngebahas paska pelaksanaan ni mas. Ketika mas sudah selesai mengikuti kegiatan ini menurut mas tujuan dari LKIM ini apa?

Interviewee : Mungkin kalau di LKIM ini lebih emp... lebih menajamkan pikiran dan menambahkan ee.. ilmu—ilmu keislaman. Islamic leadership gitu mas.

Interviewer : Lanjut ke pertanyaan terakhir untuk LKIM mas. Ketika mas sudah selesai melaksanakan atau selesai mengikuti kegiatan pelatihan ini, menurut mas ada nggak yang berubah dari diri mas?

Interviewee : Adasih mas, mungkin sekarang lebih mengenal islam itu apa dan bagaimana kita memimpin secara islami, kayak gitu sih mas.

Interviewer : lebih mengenal islam dan memimpin secara islami begitu ya?

Interviewee : Iya iya

Interviewer : Kalau dala pola pikir apakah ada yang berubah atau bagaimana?

Interviewee : Berubah cuma nggak terlalu signifikan mas.

Interviewer : Apa itu yang berubah mas?

Interviewee : Mungkin yang lebih.... Saya lebih terbuka lagi orangnya begitu. Karena kemarin tahap satu, di LKIM ini mungkin jadi orang yang lebih terbuka lagi gitu mas.

Interviewer : Berarti seperti meningkatkan yang sudah ada begitu ya?

Interviewee : Iya iya

Interviewer : Sekarang kita lanjut ke program pelatihan yang terakhir mas yaitu LKIL atau Latihan Kepemimpinan Islam Lanjut. Ketika mendengar kata LKIL, menurut mas LKIL itu pelatihan yang seperti apasih?

Interviewee : Karena sudah terstigma oleh LKIM ya saya kemarin mengiranya sama kayak LKIM, duduk dan bermateri gitu, cuma dengerin ya ekspektasi saya Cuma kayak gitusih mas.

Interviewer : Tapi ketika masnya sudah selesai atau ketika mengikuti pelaksanaannya apakah sesuai dengan ekspektasi mas atau mungkin berbeda sekali?

Interviewee : saya senang mas ikut LKIL yang ini

Interviewer : Apa yang membuat mas senang?

Interviewee : Malah melebihi ekspektasi saya. Karena di LKIL itu menampilkan case-case dimana pembicaranya ada yang dari corporate, ada yang dari akademik, terus ada yang dari pemerintahan. Jadi, kita bisa bercermin, jadi kita bisa tahu 'Oh, orang UII juga bisa memimpin dilembaga ini, bisa seperti ini, bisa seperti ini, dll'. Terus pas pelaksanaan kita juga ada praktek bikin CV pas juga ada pak Riza juga, kita dibawa gimana background kita bisa memecahkan sebuah masalah gitu mas, mungkin latar belakang pendidikan kayak marketing, dll gitu mas.

Interviewer : Lalu ketika kita berbicara tentang pelaksanaannya , menurut mas gimana pelaksanaannya? Dalam hal perasaan duludeh , yang mas rasakan apa ketika pelaksanaan itu?

Interviewee : Senang sih mas, karena acaranya lebih dinamis dan tidak monoton, ada beberapa background dari pembicaranya yang menarik gitu setiap sesinya.

Interviewer : Kalau dalam proses pelaksanaannya mas. Menurut mas fajar bagaimana? Apakah sudah cukup atau masih ada yang kurang?

Interviewee : Bagus sih mas karena nggak pake nginap yang inikan. Jadi hemat waktu karena banyak pekerjaan diluarsih mas.

Interviewer : Dalam waktu pelaksanaan tidak mengganggu berarti ya?

Interviewee : Tidak mengganggu, panitianya bagus, dan juga makanannya enak gitukan. All is good.

Interviewer : Berarti sudah cukup baik ya?

Interviewee : Sudah sangat baik.

Interviewer : Sekarang kalau kita lanjut mas, masnya kan udah ada ekspektasi dan sudah mengikut pelaksanaan gitukan. Apakah ekspektasi yang mas rasakan diawal itu sesuai di kegiatan ini?

Interviewee : Oh ini malah beyond the expectationsih mas menurut saya. Seperti yang saya bilang diawal tadi itu, jadi memang benar benar sudah baguslah.

Interviewer : Terus menurut mas setelah mengikuti kegiatan ini, tujuan dari LKIL itu sendiri apa mas?

Interviewee : LKIL ini lebih dimana kita punya contoh dari orang-orang yang sudah berhasil, gimanasih leader yang mau disiapkan di UII ini terlebihnya di IP ini, gimana conto-contoh leader yang bisa menginspirasi kita, nggak cuma ee... orang-orang yang dari agama-agama lain kayak gitu, tapi orang-orang UII yang memegang keislamannya juga bisa menjadi leader yang baik, kayak gitu.

Interviewer : Lalu untuk pertanyaan terakhir mas di LKIL ini. Ketika mas sudah selesai mengikuti rangkaian kegiatan LKIL, apakah ada perubahan yang mas rasakan?

Interviewee : Ada mas. Kita bisa bikin CV yang lebih bagus, terus bisa berpikir lebih strategic, sistematis, dan lebih islami.

Interviewer : Kalau kita ngambil rangkuman dari SLT, LKIM, dan LKIL perubahan apa yang mungkin bisa kita bilang paling mas rasakan dalam diri mas?

Interviewee : Oh itu si SLT mas kalau menurut saya.

Interviewer : Apa itu mas?

Interviewee : Karena yang saya dulu tertutup sekarang bisa membuat saya lebih terbuka.

Interviewer : Menjadi orang yang lebih terbuka seperti itu ya?

Interviewee : Iya. Cuma dulu di IP ada program yang namanya OMT, saya lebih suka disana sih mas.

Interviewer : Ok, berarti sebenarnya Islamic Leadership Training ini cukup membuat masnya berubah berarti ya?

Interviewee : Berhasil mengambil hati saya.

Interviewer : Baikla kalau begitu sekian wawancara kita pada hari ini. Semoga kedepannya mas fajar suksse, diberikan kemudahan dalam menjalankan hidup. Aamiin.

Interviewee : Aamiin. Terima kasih banyak masAdyt semoga berhasil dengan thesisnya.

Interviewer : Aamiin

