Analysis Of The Role Of The Deputy Principal For Student Affairs In Development And Improvement Intra-School Student Organization Work Ethos At SMAS St. Xaverius Gunungsitoli

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Abstract

This study aimed to analyze the role of the Deputy Principal for Student Affairs in the development and improvement of the performance of the Intra-School Student Organization (OSIS) and in addition to analyzing what strategies were carried out by the Deputy Principal for Student Affairs in developing the work ethic of the Intra-School Student Organization (OSIS) at St. Xaverius Gunungsitoli SMAS. The method used was a qualitative approach with data collection techniques through interviews, observations, and documentation. There are 3 data analysis techniques used, namely: 1. Data Reduction, namely selecting and sorting the results of interviews to be more focused on the direction of research, 2. Data Display, namely describing the results of research using tables or charts, 3. Drawing Conclusions and Verification, namely providing conclusions from the results of interviews to be more relevant to the research results. The results showed that the Deputy Principal's role is very important in providing guidance, moral support, and administration needed to improve the performance of the Intra-School Student Organization (OSIS). In addition, the Deputy Principal's involvement in the activities of the Intra-School Student Organization (OSIS) contributes to the development of student leadership and increased participation in various school activities. The strategies provided by the Deputy Principal for Student Affairs to improve the performance of the Student Council were approaching or collaborating with other schools and also with teachers within the school, conducting evaluations, providing encouragement, motivation and suggestions to improve the performance of the Intra-School Student Organization. This study recommends the need for increased communication between the school and students to maximize the role of the Intra-School Student Organization (OSIS) in the school environment.

Keywords: Deputy Principle for Student Affairs, Intra-School Student Organization (OSIS)

Abstrak

Penelitian ini bertujuan untuk menganalisis peran Wakil Kepala Sekolah Bidang Kesiswaan dalam perkembangan dan peningkatan kinerja Organisasi Siswa Intra Sekolah (OSIS) dan selain itu untuk menganalisis apa strategi yang dilakukan oleh Wakil Kepala Sekolah Bidang Kesiswaan dalam mengembangkan etos kerja Organisasi Siswa Intra Sekolah (OSIS)di SMAS St. Xaverius Gunungsitoli. Metode yang digunakan adalah pendekatan kualitatif dengan teknik pengumpulan data melalui wawancara, observasi, dan dokumentasi. Teknik analisis data yang digunakan ada 3 yaitu: 1. Data Reduction, yaitu memilih dan mesortir hasil wawancara agar lebih terfokus dengan arah penelitian, 2. Data Display, yaitu memaparkan hasil penelitian menggunakan tabel atau bagan, 3.Drawing Conclusion and Verification, yaitu memberikan kesimpulan dari hasil wawancara agar lebih relevant dengan hasil penelitian. Hasil penelitian menunjukkan bahwa peran Wakil Kepala Sekolah sangat penting dalam memberikan bimbingan, dukungan moral, dan administrasi yang diperlukan untuk meningkatkan kinerja Organisasi Siswa Intra Sekolah (OSIS). Selain itu, keterlibatan Wakil Kepala Sekolah dalam kegiatan

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Organisasi Siswa Intra Sekolah (OSIS) berkontribusi pada pengembangan kepemimpinan siswa dan peningkatan partisipasi dalam berbagai kegiatan sekolah. Strategi yang diberikan Wakil Kepala Sekolah Bidang Kesiswaan untuk meningkatkan kinerja Organisasi Siswa Intra Sekolah (OSIS) yaitu, melakukan pendekatan atau kerjasama bersama dengan sekolah lain dan juga dengan guru-guru didalam sekolah, melakukan evaluasi, memberikan semangat, motivasi dan saran untuk meningkatkan kinerja Organisasi Siswa Intra Sekolah (OSIS). Penelitian ini merekomendasikan perlunya peningkatan komunikasi antara pihak sekolah dan siswa untuk memaksimalkan peran Organisasi Siswa Intra Sekolah (OSIS) dalam lingkungan sekolah.

Kata Kunci: Organisasi Siswa Intra Sekolah (OSIS), Wakil Kepala Sekolah Bidang Kesiswaan

INTRODUCTION

Education is one of the most important aspects of human life. The higher the education, the mo217re it seems to guarantee the welfare of individuals and groups, therefore in today's world education is always prioritized. Over time, the world of education has always progressed, and technology has an important role in this. Technological developments will greatly affect the progress of the world of education (Parinsi at al (2021)).

The education unit is one of the organizations that have an organizing function in one structure, and the highest level of structure is the school principal. Principals function as leaders, managers, educators, supervisors, and motivators for teachers in the education system through learning and training (Ismail, 2022).

Deputy Principals as part of a healthy and efficient school organizational structure generally consist of curriculum affairs, financial administration and infrastructure facilities, as well as student affairs and public relations affairs or others according to the needs of the school. These tasks are actually the responsibility of the principal, but in accordance with the principles for the efficiency and effectiveness of school management in achieving target goals, some of these tasks and responsibilities are delegated to deputy principals (Ningsih, 2020: 20).

The Deputy Principal for Student affairs is the Intra-School Student Organization (OSIS) in a school that is responsible for the management and development of student-related activities. This role covers various aspects, such as fostering student personality, managing student discipline, organizing extracurricular activities, organizing new student orientation activities, and handling various issues related to student welfare and achievement. The Deputy Principal for Student affairs is also generally responsible for guiding, directing, controlling student activities/Intra-School Student Organization (OSIS) in order to enforce school discipline and rules as well as the selection of administrators.

To achieve the objectives of the establishment of the Intra-School Student Organization (OSIS), each candidate must meet the requirements. These requirements include being a student with good behavior as evidenced by the homeroom teacher and counseling guidance teacher, good report card scores, and having a good relationship with teachers and students. Then, the Intra-School Student Organization (OSIS) coach will submit the candidates to all teachers and staff to ask for approval whether they can run as candidates or not.

With the existence of the Intra-School Student Organization (OSIS), there is an impact that occurs on students in it. According to Noviyanti (2022), the impact that can be felt if students participate in Intra-School Student Organization (OSIS) activities is that they have a lot of great experiences, such as intra-organizational experience, interacting with fellow students and teachers, taking responsibility for being a member of the Intra-School Student Organization (OSIS), increasing self-confidence in class while learning, increasing courage in expressing opinions, developing creativity and increasing the discipline of the Intra-School Student Organization (OSIS) management.

In improving the work ethic possessed by the Intra-School Student Organization (OSIS) at SMAS St. Xaverius Gunungsitoli, it is still lacking, for example, the lack of involvement of Intra-School Student Organization (OSIS) members in planning, development and training. It is known that student planning, development and training in improving the work ethic of the Intra-School Student Organization (OSIS) is very necessary, for example, if there is a small or large event at school, the Intra-School Student Organization (OSIS) will be involved to help prepare the event. If members of the Intra-School Student Organization (OSIS) have a good work ethic, the success of the event will be easy to achieve. In addition, to find out the impact of student management in increasing the work ethic of the Intra-School Student Organization (OSIS) is also needed, it can be seen from the work ethic of the Intra-School Student Organization (OSIS) at every event held by the school.

METHOD

This research has been conducted using qualitative research with descriptive methods. According to Straus and Corbin in the book Qualitative Research Methods (2023: 19) details that qualitative research can be used to examine community life, history, behavior, functionalization of organizations, social movements, or kinship relationships. Descriptive qualitative is a strategy that describes data systematically, factually, and accurately by trying to explore depth or deeper meaning (Kriyantono, 2020, p. 62).

In this research, there were two variables that can be identified, namely "the role of the Deputy Principal for Student Affairs" as the (independent) variable and "Work Ethic of the Intra-School Student Organization

(OSIS)" as the "dependent" variable. The independent variable was the performance of the school principal which was expected to have an influence on the dependent variable, namely "Improved Work Ethic of Intra-School Student Organization (OSIS)".

The research has been conducted at SMA Swasta St. Xaverius Gunungsitoli, located at Jalan Nilam no. 07, Kelurahan Ilir, Gunungsitoli, North Sumatra. The choice of this location is based on the consideration that the problem under study can exist in this location. Apart from that, in terms of time and cost considerations, this research location can be reached by the author so that researchers can conduct research at that location. This research will be conducted in 17 July 2024 until completion.

There were two types of data used in research, namely primary data and secondary data. Primary data is information, facts and realities that were directly related to the research and were the main factor in determining the success of the research. Without primary data, a research cannot be said to be success. Meanwhile, secondary data was information, reality and facts related to primary data. Secondary data was shallower and cannot capture the depth of information like primary data.

The data source in this research was the Role of the Deputy Principal of Student Affairs in the Development andImprovement of the Intra-School Student Organization (OSIS) Work Ethos at SMAS St. Xaverius Gunungsitoliyear 2023/2024. Data are obtained in three ways, namely observing when the deputy principle and all the member of Intra-School Student Organization (OSIS) conduct a meeting and when the Intra-School Student Organization (OSIS) and school community were doing activities, such as competitions, Mass, etc., then conducting interviews with the deputy principle and with the leader of Intra-School Student Organization (OSIS), and the last was documentation.

Research instruments refer to the tools used by researchers to collect data on the concepts to be studied. This instrument allows researchers to obtain the necessary data to facilitate the research process (Arpaci, 2020). In qualitative research, the researcher himself acts as an instrument by directly asking questions, listening, observing, and collecting data through interactions with participants. Researcher involvement is essential in qualitative research to allow for human involvement throughout the research process.

RESULT AND DISCUSSION
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The Deputy Principal for Student Affairs as the coordinator of the Intra-School Student Organization (OSIS) Trustees plays a role in preparing the program together with teachers and Intra-School Student Organization (OSIS) administrators. In this preparation, they will determine what programs they will implement for one year together with the Intra-School Student Organization (OSIS). During this preparation activity, they will determine which old Intra-School Student Organization (OSIS) programs they will continue, and which ones they will reduce or add to. The Deputy Principal for Student Affairs must ensure that everything that is programmed is in line with the school's vision and mission.

After preparing it, the program that has been prepared will be ratified. This approval must be in accordance with the approval of the Principal, Teachers and Intra-School Student Organization (OSIS) administrators. Apart from preparing and ratifying the Intra-School Student Organization (OSIS) work program, the Deputy Principal for Student Affairs plays a role in monitoring the Intra-School Student Organization (OSIS) work program that is being or will be implemented. Then the Deputy Principal for Student Affairs will make improvements if there are deficiencies in what has been done or carried out by the Intra-School Student Organization (OSIS) administrators.

The Deputy Principal for Student Affairs plays the above important role in achieving national education goals. This is in line with the theory put forward by Fitriani (2019:9), achieving the goals of national education requires the active role of various parties, who can mobilize all educational resources. One of these education managers is the deputy principal, especially the deputy principal in the field of student affairs, which is among the educational components that play the most roles in improving the quality of education.

The Deputy Principal will of course continue to play a role every day, because the Intra-School Student Organization (OSIS) activities or programs take place from the time they enter school in the morning until the afternoon activities are finished. Of course, the deputy principal for student affairs plays a total role in continuing to develop and improve the quality and work ethic of The Intra-School Student Organization (OSIS).

1. The Strategy of the Deputy Principal for Student Affairs in Development and Improvement Intra-School Student Organization Work Ethos at SMAS St. Xaverius Gunungsitoli
   Many of the Intra-School Student Organization (OSIS) administrators are students who have just joined the organization, so there are still deficiencies in insight, thinking and action. Then the Deputy Principal will guide, approach and provide positive motivation to these students. As time goes by, these students will begin to get used to the organizational environment and begin to have the courage to express suggestions, opinions

and input at each meeting, so that they can be relied on and have the courage to take responsibility as Intra-School Student Organization (OSIS) administrators.

The Deputy Principal for Student Affairs will also try to collaborate with various parties so that all Intra-School Student Organization (OSIS) programs and activities can work well and smoothly. This collaboration is held outside and inside school. Outside of school, it is held with other schools or other organizations outside the school. Collaboration within the school is carried out with the foundation, staff and teachers within the school. With the implementation of this collaboration, the Deputy Principal for Student Affairs hopes that all activities held outside and inside the school can take place with sufficient support and be carried out smoothly.

The Deputy Principal for Student Affairs also routinely carries out evaluations when each program or activity will take place or has been completed. Usually, this evaluation is carried out in accordance with direct directions or orders from the Deputy Principal for Student Affairs. In this evaluation, we will discuss how the activity or program has been implemented. If there are deficiencies in implementation, the deputy principal for student affairs will provide suggestions for improvements for future program implementation. The Deputy Principal for Student Affairs also often calls the Chair or Deputy Chair of the Intra-School Student Organization (OSIS) directly to discuss if there is something important to discuss. In this case, the Deputy Principal for Student Affairs is always ready to deal with any shortcomings in program implementation. The shortcomings, obstacles and challenges that are usually faced by the management of the Intra-School Student Organization (OSIS) in every activity are very diverse, starting from the non-compliance of their fellow students with applicable regulations, then the lack of teamwork between administrators, or the implementation of activities or programs not in accordance with what was previously planned, and other challenges. So that with this many challenges it is very important to hold an evaluation by the Deputy Principal for Student Affairs, so that it can be an experience and learning in carrying out the next activity or program.

With a strategy from the Deputy Principal for Student Affairs, the Deputy Principal for Student Affairs can organize the Intra-School Student Organization (OSIS) well. This will encourage the Intra-School Student Organization (OSIS) administrators to continue to work together, be responsible and smart in managing themselves as Intra-School Student Organization (OSIS) administrators who are role models and do positive things.

CONCLUSION

The role of the Deputy Principal for Student Affairs in the Development and Improvement of the Quality and Work Ethic of the Intra-School Student Organization (OSIS), namely preparing and ratifying programs or activities that will be carried out for one year, monitoring and making improvements if there are deficiencies in the implementation of Intra-School Student Organization (OSIS) activities, ensuring that all Intra-School Student Organization (OSIS) activities and programs are in line with the school's vision and mission and is always ready to provide solutions if there are challenges or obstacles faced by the Intra-School Student Organization (OSIS) administrators in carrying out their responsibilities.

The strategy carried out by the Deputy Principal for Student Affairs to develop and improve the quality and work ethic of the Intra-School Student Organization (OSIS) is by always providing positive motivation to the Intra-School Student Organization (OSIS) administrators, collaborating with other parties, both inside and outside the school. Then, carry out regular evaluations to ensure that Intra-School Student Organization (OSIS) activities are running effectively.

SUGGESTION

1. For the Deputy Principal for Student Affairs

Improving the Intra-School Student Organization (OSIS) work ethic is something that must be ensured by the Deputy Principal for Student Affairs with the Intra-School Student Organization (OSIS) to improve the quality of the Intra-School Student Organization (OSIS). And the improvement in work ethic that has been carried out is always implemented and improved, so that it produces a good impact and progress in the school and the progress of the Intra-School Student Organization (OSIS) itself.

2. For Intra-School Student Organization (OSIS)

The increase in the Intra-School Student Organization (OSIS) work ethic has been given by the Deputy Principal for Student Affairs to the Intra-School Student Organization (OSIS). Start from planning, developing and improving The Intra-School Student Organization (OSIS) work ethic. This is done so that the Intra-School Student Organization (OSIS) is more enthusiastic and always complete in carrying out a work program that has been planned with optimal results.

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