

Youth Leadership Training Masjid for Performance Improvement of Youth Program Masjid Al Jihad Bandar Baru

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Abstract. The purpose of this community service is to carry out mosque youth leadership training to improve the performance of the Mosque youth program located at the Al-Jihad Mosque in Bandar Baru. The design of the activities carried out is training in the form of socialization to productive adolescents. The PKM activities are divided into 2 (two) stages, namely 1) the initial stage of preparation, which consists of; (a) collect data on prospective trainees who are active in the youth organization of the Bandar Baru Al-Jihad Mosque, (b) conduct discussions with all implementers discussing the results of observations that have been made, (c) prepare the necessary training equipment and materials. 2) the stage of implementation of activities, in the form of presentation materials, discussions and questions and answers as well as simulations of leadership in the organization. Based on the conclusion of PKM activities that it is necessary to carry out leadership training activities for teenagers to improve the performance of mosque teenagers. Leadership must be evaluated, because if the youth organization Masjid Al-Jihad gets an organizational leader who has a leadership spirit, it will be easier to coordinate with all other administrators, the community and the local government to help improve the quality of Masjid Al-Jihad Bandar Baru. It is necessary to form a new board that is active and cares about the progress of the Mosque and has good communication between the administrators and the entire local community. The activities carried out at the Al-Jihad Mosque so far need to be added and innovated to make it more interesting and in particular can become a proselytizing shia for the wider community.

Keywords: Performance, Mosque Programs, Training, Leadership and Youth.

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1. Introduction

In this modern era, almost all disciplines increase development according to their times. All individuals, both groups and organizations, are required to be able to face these developments. An organization or group is a planning process that includes the preparation, development, and maintenance of a structure or pattern of work support of people in a group work. By definition Hasibuan, [1] an organization is as a process of determining, grouping and organizing an assortment of activities necessary to achieve common goals. Organization as a tool in the abstract sense of realizing what becomes a strategic decision that is established, must then follow over the changing environment driven by the power of leadership to live and survive. In an organization, management is important for every individual or group activity in the organization. Management is useful for achieving goals. Management is process oriented. Management requires human resources, knowledge, and skills for activities to be more effective or can produce actions in achieving success. Therefore, the organization will not be successful if it does not use good management. According to Amirullah, [2] management is an art and science of planning, organizing, compiling, directing and supervising human resources to achieve goals that have been set in advance or before.

Management is a series of activities of planning, organizing and controlling and directing organizational resources to achieve effective and efficient goals [2]. In the implementation of management functions, each organization has different ways and methods depending on the characteristics and type of organization. In general, management is divided into several management functions, namely planning, coordinating, directing, supervising and controlling activities [2]. Every organization needs to achieve success, by requiring the role of qualified Human Resources. If an organization wants to have quality human resources, then the organization needs a strong encouragement from a leader or from the employees themselves. The motivation can be in the form of providing motivation to human resources [3]. The purpose of the drive is to improve performance in the organization. According to Sutrisno, [4] performance is a person's success in carrying out tasks, the results of work that can be achieved by a person or a group of people in an organization in accordance with their respective authorities and responsibilities or how a person is expected to function and behave in accordance with the tasks that have been imposed on him as well as the quantity, quality and time spent in carrying out tasks. Meanwhile, according to Afandi, [5], performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics.

In an organization, there needs to be synergy every work and have a clear program. The division of program implementation requires accuracy for the progress of the organization. Organizations need a process where to find someone who is competent and has good performance, because each organization does not only require one period in implementing the program. Human resources who have competence and good performance, then this can strengthen and improve existing and new work programs. In this service activity, the PKM team was interested in conducting mosque youth leadership training activities to improve the performance of the Masjid Al-Jihad Bandar Baru youth program. The need for such training so that all the programs that have been compiled by the youth organization of the Mosque, can all be realized in accordance with the initial planning. As an organization of Muslim youth who use the Mosque as a center of activity. The youth of Masjid Al-Jihad Bandar Baru play an important role in fostering the morale of teenagers. In carrying out their duties, the Youth of Masjid Al Jihad Bandar Baru needs to prosper the Mosque and social relations to the community, especially in the area. The youth of Masjid Al-Jihad Bandar Baru have supporting factors in prospering the Mosque, namely; 1) the spirit of the youth members of Masjid Al-Jihad, 2) the existing sources of funds and 3) the place and environment of supporting. Al-Jihad Mosque youths conducted a deep election that selectively elected new administrators. The administrators are selected to be placed in the duties of each area of the mosque's youth structure according to their competencies. The factor that made the mosque youth start a new breakthrough, one of which was the election of new administrators was the large number of youth administrators of the Al-Jihad Mosque in Bandar Baru who began to be inactive again without information before the end of the organization's term of office.

The main competency standard for the youth management of Masjid Al-Jihad Bandar Baru is the commitment to organize and be cooperative in carrying out mosque activities. In addition, it aims to produce a responsible youth leadership spirit of the Mosque and improve the progress of the organization. In order not to happen to the youth organization of Masjid Al-Jihad, namely the fading of organizational spirit in the mosque youth, the service team compiled a design to conduct leadership training for mosque youth in order to improve performance in the mosque's youth programs. Mosque youth must have proper work competence. In work competence that is not yet optimal, it will affect the performance of the mosque's youth management. Given the importance of a leadership spirit that has optimal competence for an Al-Jihad Mosque youth organization, so that the successor of the Mosque youth is able to carry out tasks properly in accordance with their work programs.

The lack of understanding of the importance of leadership in the Al-Jihad Mosque organization, so that it has not yet found the right solution on how to manage the organization effectively and efficiently has resulted in the goals of the Al-Jihad Mosque youth organization not being achieved in accordance with its expectations and programs.

This activity aims to socialize and assist the youth management of Masjid Al-Jihad by providing services and education as well as training on leadership in managing the organization. Meanwhile, the specific objectives to be achieved from this PKM activity are, as follows: Motivate the youth management of Masjid Al-Jihad to take full responsibility for the management of the organization. Provide training namely; managing the organization, forming a management structure and generating leadership talents, so

that administrators can take advantage of the knowledge gained to apply to the organization. Making youth independent, helping each other and benefiting everyone.

2. Method

This service activity can be carried out, based on the preparations and stages carried out by the PK implementation team, as follows:

1) Initial Stage of Preparation

The Preparatory Stage is the stage necessary to collect information relating to the object of the activity to be carried out. This preparatory stage consists of:

- a. Collecting data on prospective trainees who are active in the youth organization Al-Jihad Mosque Bandar Baru.
- b. Conducting discussions with all implementers who discuss the results of observations that have been made.
- c. Preparing the necessary equipment and training materials.

2) Activity Implementation Phase

This stage is the stage of implementing training in the form of presentation materials, discussions and questions and answers as well as leadership simulations in the organization.

Community service activities in the form of socialization and assistance about leadership are expected to provide benefits for the management of the Bandar Baru Al-Jihad Mosque and the entire surrounding community, as follows:

- 1) There was a transfer of knowledge to the management of the Al-Jihad Mosque in Bandar Baru about leadership which could later improve the performance of the Mosque's youth programs. Starting from the formation of an organizational structure, compiling strategic work programs, and compiling a financial budget so that the results of this training can increase the confidence and ability and knowledge of the mosque management.
- 2) Become an input for the Bandar Baru Regional Government to promote organizational management training and assistance in every organization in the area

3. Findings

3.1. Stages of Material Delivery

The training was delivered to the trainees in order to increase the knowledge of the administrators of the Al-Jihad Bandar Baru mosque about the good and correct management of the mosque. This activity was delivered in the form of a presentation by the PKM team chaired by Mr. Saimaran AM. Sebayang, S.E., M.Si. After the lecture process is delivered, there will be a question and answer with a specified duration of time. The material presented by the PKM team includes:

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1) **The Task of Prospering the Mosque**

The task of prospering the Mosque is the duty and responsibility of every Muslim believer. Prospering a Mosque means building, repairing, inhabiting, settling, filling, animate, serving, honoring and maintaining the Mosque itself. Allah Almighty said which also shows the virtues of the mosque's prosperity. Allah said "only those who prosper the Mosques of Allah are those who have faith in Allah and the Day after, and continue to establish prayers, perform zakat and are not afraid (of anyone) other than Allah, so they are the ones who are expected to belong to the class of people who get instructions". (QS. At-Taubah verse 18).

The author formulates that there are 11 (eleven) functions and roles of mosques during the time of the Prophet Muhammad SAW, namely, as follows:

- a. As a place of worship (prayer, dhikr);
- b. The place to conduct meetings and deliberations of consensus;
- c. Place of implementation of education (tarbiayah);
- d. Seat of government;
- e. Military training grounds and preparation of tools of war;
- f. A place of treatment for the victims of war;
- g. The place of courting and reconciling disputes;
- h. Places of social compensation;
- i. Halls and places of reception;
- j. Place to hold captives;
- k. Center for information and defense of religion.

The function and role of this mosque must be known by the mosque administrators so that there is no assumption that the function of the mosque is only used as a place of ritual worship even though the mosque has many other roles and functions. Therefore, let us prosper the Mosque with worship, taklim, halaqah and other assemblies of knowledge.

2) Obstacles That Occur

According to Ayub et al., [6] revealing, sometimes the activities of mosque teenagers experience obstacles which are usually caused by factors, as follows:

- a. Mosque teenagers are less known for their existence and work in society.
- b. Mosque youth are exclusive (closed), distancing themselves from society.
- c. A priori society (negatively assesses) of mosque teenagers, because of the wrong and wrong view of coating teenagers as a stubborn group.
- d. The community (outside the mosque-loving worshippers) is indifferent and inquisitive, because the youth of the mosque they think is entirely the business of the mosque and its administrators.

According to (Job et al., 1996), the above factors by mosque teenagers need to be addressed by taking steps, as follows: Conducting activities in the community

In order for mosque youth to be known by the community, they must actively participate in carrying out activities that involve the community, either for the community in general or specifically for the youth environment. Sports, arts, social services, eradication of Quranic illiteracy, compensation and scholarships to orphans, and so on are forms of activities that can be felt directly by the community.

1. Participate in community activities
Mosque youth need to participate in activities carried out in the community. For example; involved in devotional work to clean up the environment, sports and cultural arts competitions, construction of security facilities and others. So that their work and existence are known, the image of mosque teenagers in society is lifted, and negative views towards them will disappear.
2. Inviting people to the mosque
In carrying out various activities in the mosque, mosque youth should invite the surrounding community to participate in these activities. This invitation is symbolically as an extension of itself as an organization that is involved in the realm of Mosque activities. Thus, the cooperation between mosque teenagers and the community is well formed.
3. Dialogue with the community
Holding a dialogue or interaction with the community is very beneficial to foster mutual understanding. Mosque youth can introduce and explain the existence and programs of their activities both in the mosque and in the community.

3) Leadership of the Youth Management of the Al-Jihad Mosque in Bandar Baru

After PKM activities are carried out, the problems that occur in the youth management of the Al-Jihad Mosque are summarized, as follows:

1. Sysop communication is less active. Administrators with leadership whose communication is less active or closed usually do not care about the aspirations and input of mosque

worshippers. Such leadership considers itself more knowledgeable and ignorant of the advice and input of the pilgrims.

2. Mosque administrators are not neutral, only focusing on one management group. Mosque youth administrators in carrying out their duties and carrying out activities must not side with one group or one group that can result in a compact congregation.
3. Worshippers at Bandar Baru's Al-Jihad Mosque are mostly passive. Passive worshippers are one of the factors hindering the progress and prosperity of every Mosque. The construction of the mosque will be very constrained if the pilgrims are not involved in the process of building the mosque.
4. The programs planned and created by the mosque's youth administrators are still lacking or limited. The function of the mosque solely as a place of prayer worship, initiatives can be formed to promote other activities in prospering the mosque.
5. Masjid Al-Jihad Bandar Baru has not been kept clean. Mosque administrators should have considered that the location of the Mosque is often visited by people traveling to Brastagi and some of these conditions are influenced by many factors that do not care about maintaining a clean environment.

The problems that arise should not be ignored, so that the state of the mosque environment is increasingly uncontrolled. Here the leadership role is needed so that the performance of mosque youth can run optimally and according to expectations. One of the efforts made by providing continuous training to mosque youth. Mosque youth are human resources that are very supportive for organizational activities, especially those related to religious shia. Therefore, mosque teenagers need to be fostered gradually until the results are in accordance with the PKM program planned from the initial stage. Thus, the role of mosque youth will be able to feel the benefits and results if they are seriously active in carrying out various constructive activities, both in the mosque and in the local community, so that their existence really gives meaning and benefit to themselves and the community. Mosque youth and the community are a component that unites in prospering the Mosque. The position of mosque youth in the community is expected to have a positive impact to continue to be active in community activities and mosques. The community also needs to help and appreciate the efforts carried out by jointly establishing cooperation in religious shia through social activities and all mosque youth programs can be achieved optimally.



Fig 1. The Atmosphere of Leadership Training on the Performance of Mosque Youth in Bandar Baru

4. Discussion

Community Service activities have been carried out in 2022 for teenagers aged 17 to 30 years in the Bandar Baru Area. This activity is carried out to adolescents who are considered productive. PKM activities are carried out by providing leadership motivation, the responsibility of a leader and the role of leadership. All participants gave positive responses to this activity. Leadership training is considered capable of making changes and increasing leadership knowledge to all adolescents. Leadership training is very necessary because the benefits are numerous. The participants of the activity enthusiastically gave questions, and it can be seen that the participants' response was very good to this activity. The results of the activity most of the participants had the ability to hone themselves into a leader, just not being noticed so that the participants felt less confident to provide input for the successful performance of the youth of Masjid Al-Jihad Bandar Baru. The participants also provided suggestions and inputs that built the PKM team, namely to re-conduct varied activities regarding improving the performance of adolescents in the development of the Bandar Baru Al-Jihad Mosque. This will be an evaluation to the PKM team to make sustainable activities.



Fig 2. Photos with Teenagers in Bandar Baru

5. Conclusion

Based on the explanation above, it can be concluded that there is a need for leadership training activities for teenagers to improve the performance of mosque youth. Leadership must be evaluated, because if the youth organization Masjid Al-Jihad gets an organizational leader who has a leadership spirit, it will be easier to coordinate with all other administrators, the community and the local government to help improve the quality of Masjid Al-Jihad Bandar Baru. It is necessary to form a new board that is active and cares about the progress of the Mosque and has good communication between the administrators and the entire local community. The activities carried out at the Al-Jihad Mosque so far need to be added and innovated to make it more interesting and in particular can become a proselytizing shia for the wider community.

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