

CHAPTER I

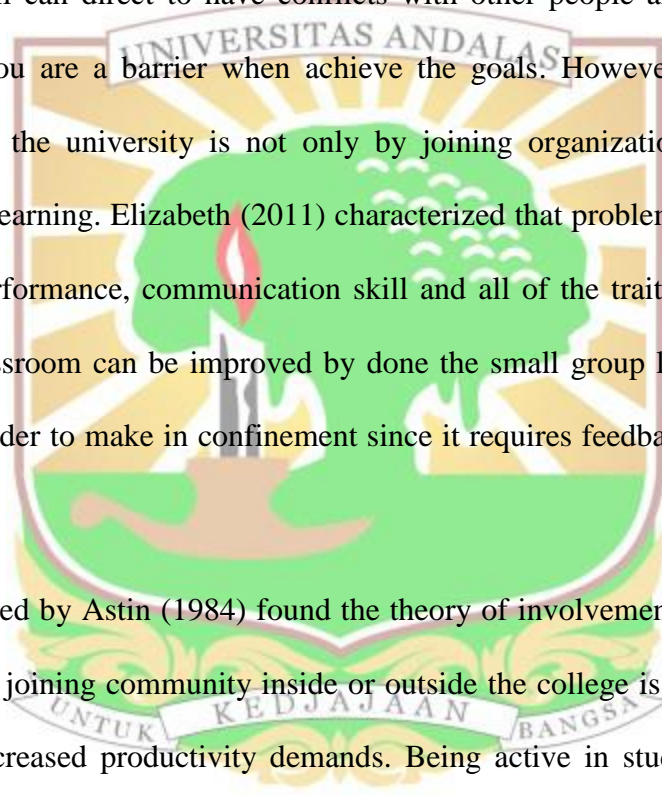
INTRODUCTION

1.1 Background of the Research

The higher development of knowledge has an impact in the world of work. The practical application of knowledge is absolutely essential in companies as a tool to win the competition and increase productivity, so that they always want the perfect candidates to fill up their position. University as an educational institution has a very big role to develop human resources and to increase the competitiveness of the students. One of the ways that can be taken by the university is to increase their organizational activeness in student union, which is considered important for developing student personality and to make the students can be easier to be accepted in the workforce. Student union is one of the ways for students to develop their self to broadening their horizons and increasing their intelligence and also personality integrity to achieve the goals. Study conducted by The National Association of Colleges and Employers (NACE) in 2012 regarding the expected quality of college graduates in the world of work found that communication skills (4.69%) rank first out of the 20 required criteria. One of the activities as the implementation of the communication is interpersonal interaction. It means that interpersonal skill is the most required criteria when college graduates want to jump to the world of work. The way how human resource specialist selects the candidates who want to get a job in their office is by screening their curriculum vitae. Work seekers ought to utilize each opportunity to show off their interpersonal abilities at interviews or on resumes. Students who are active in organizations are always considered to have more skills and experiences than students who are not active in organizations, especially in the field of soft skills, because they are considered to have better

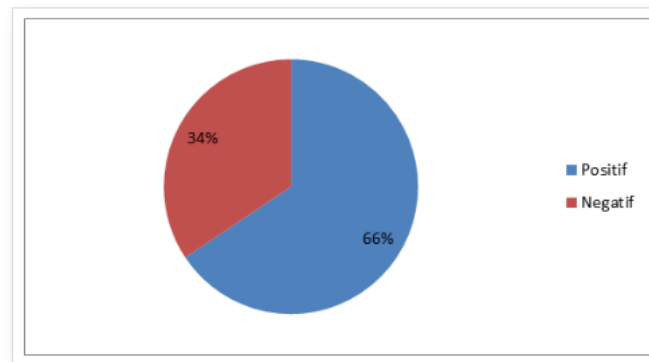
leadership, communication skills, have wider relation and good time management. Many companies prefer worker candidates who have a lot of organizational experience during college, because basic human traits such as body language and attitude when talk to other people can influence the skill of surviving on social environment. Adaptable interpersonal skill is a key pointer to survive on social life, because it can be beneficial to coordinate with other people to solve some troubles or issues as well as upgrading social around. Beside this situation, have a bad interpersonal skill can direct to have conflicts with other people and affect them to have asumption that you are a barrier when achieve the goals. However, the way to increase interpersonal skill in the university is not only by joining organization in campus but also through small group learning. Elizabeth (2011) characterized that problem solving, interpersonal skill, presentation performance, communication skill and all of the traits that are useful to life exterior from the classroom can be improved by done the small group learning in class. These characteristics are harder to make in confinement since it requires feedback and interaction with other individuals.

Study conducted by Astin (1984) found the theory of involvement, in which he explains that students who are joining community inside or outside the college is more likely to succeed in life because of increased productivity demands. Being active in student organizations also provides opportunities for students who are members of it to interact and dealing with other people with various personality types. According to Nashori (2000) experience in dealing with other people with variety of personality types will familiarize the students with abilities to communicate and express opinions effectively. In the situation of interpersonal, the ability to communicate and convey opinion leads students to the ability to open up, to be assertive, and to resolve interpersonal conflicts. Nevertheless, involving in student's organization with high



degree of involvement would spend much time. The result of survey conducted by Zenirahmah at Telkom University in 2014, there are still a lot of people who are thinking that organizational experiences have negative impact to their life. They assumed that organizational activities can interrupt their study process in university.

Figure 1.1
The impact of Student Union



Source: Survey conducted by Zenirahmah at Telkom University in 2014

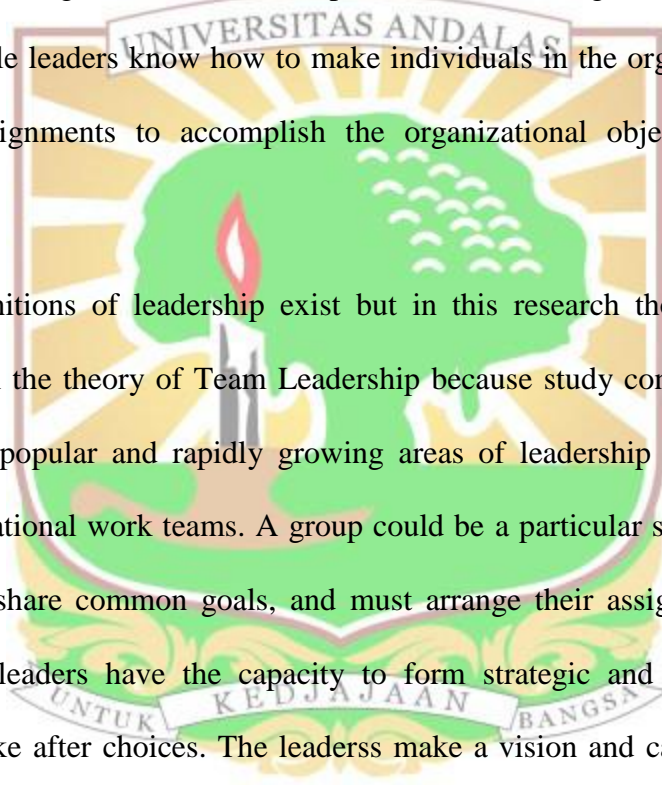
Universities as education provider already facilitate and pay attention to their student's interpersonal skills progress. Students in the university must have done group assignments or small group learning in the class. Small group learning is a study method by classify students into teams where students work together to achieve the goals of the groups, it such a teaching method that centers on individuals learning in a little group (Jones and Barlett, 2020). For the students who are have doubt to join organization, small group learning that already happened in their regular class also can increase their interpersonal skill. Huttly, Sharon, John, and Ian (2003) clarified small group learning can energize learners not as it were, it also can used to precise their understanding of a point and more to compare their ideas and permit learners to induce more significant and critical learning, it moreover can make person characteristics such as communication, cooperation, introduction, and debating capacities. Particular points of interest

of this learning demonstrate for the bunch part incorporates the chance to execute learning to compare their understanding of the topic with the other team member (Race, 2011). Small group learning is related with energetic affiliation, collaboration, and problem-solving. Small group learning requires the entire member of the group to have teamwork to attain the group objectives. Learning in the classroom through practical works assignment such as case building around examination, issues wrangle, and issue tackling can be the outline form of small group learning. These both variables, organizational experiences and small group learning are believed can improve the soft skills, especially interpersonal skill (Dugan & Komives, 2007). Interpersonal skill refers to the ability of a person to work well with other people (Elkins, Forrester, and Noel-Elkins, 2011). Interpersonal abilities extend from communication and turning it into attitude and behavior. Interpersonal skills can be developed but they cannot be learned individually from a textbook, it comes naturally for some people but not for all, other people need to work to improve their skills. In numerous organizations, employees with solid interpersonal abilities are having more esteemed since of their behavior and demeanor (Pascarella & Terenzini, 2005). The interpersonal aptitudes that are frequently required in many companies are dynamic tuning in, the capacity to get and completely prepare information from a speaker, and also the arrangement that's a ability to prized in deals, showcasing, law, conjointly client benefit (Astin, 1993). Other charming interpersonal aptitudes are open talking, strife administration, bunch building, and collaboration (Athreya & Kalkhoff, 2006)

One of the skills that can be beneficial in having interpersonal skill is leadership skill, leadership skill is strongly linked to interpersonal skill. When jobs need to be done or organizational objectives need to be achieved, leadership is kind of interpersonal skill that is importantly needed, it is because leadership is a skill which not only to declare directions or

making an operational plan sets in its practice but a leader have to can motivate and inspire other people and they also have initiative to take action when the work objectives need to be achieved (Foster & Carboni, 2008; Northouse, 2010). Great performance of leadership requires self confidence from a person and vision making capability, not only good communication abilities. Leaders are required to create future vision and missions, and to motivate the other individualism organization to realize the vision and missions. Leadership is the capacity to influence and direct other individuals of an organization, leadership includes take a right step (Drucker, 2008). In other words, incredible leaders know how to make individuals in the organization to be total in working for the assignments to accomplish the organizational objective (Knippenberg & Ellemers, 2003).

Multiple definitions of leadership exist but in this research those definitions will be generally converge in the theory of Team Leadership because study conducted by Levi (2011) found that the most popular and rapidly growing areas of leadership theory and research is leadership in organizational work teams. A group could be a particular sort that is composed of individuals who are share common goals, and must arrange their assignments to achieve the objectives. Credible leaders have the capacity to form strategic and visionary choices and persuade others to take after choices. The leaders make a vision and can effectively get other individuals to work toward accomplishing objectives. The leaders do this by setting course and motivating others so they need to be succeed in accomplishing the conclusion result. Besides, the leaders are competent of getting individuals energized and spurred to work toward the vision. Leadership is also can be potential to influence behavior of others. The leadership role in the team leadership can be rotated so that it may be filled by other members anytime. The leadership role in the team can also be spread among a number of team members without having a formal



leader. The leadership position in the team is no longer characterized by a formal leader as the main responsibility holder but falls into the hands of several experienced people in the team.

Faculty of economics in Universitas Andalas, provides opportunity for students to join with student's organization such as BEM KM FE, GIBEI, UKOS, etc. They manage the organizations with their colleagues. The students join with the organization normally at least for one semester. The activity types and backgrounds of the student's organization are also varied. Several types of organizations are based on hobbies, some are based on interest, and some are even based on cultural background. Students can learn many things in organizations such as managerial skill, leadership skill and responsibilities. All of these skills will be needed when students enter the workforce and added value to the resumes of the students. The main purpose of organizing is not seen from what organization is followed, but the role of the student in the group and the development gained while studying there. The impact can certainly be felt when it has plunged into the world of work later. Organizational experience certainly influences success, considering that students who are actively organizing already have stock on what leadership is and how to deal with people (Logue, Hutchens & Hector, 2005).

The current research is purported to be one of the considerations and sources of information for evaluation lessons in improving the performance of the students of Economics Faculty in Universitas Andalas. Based on the conclusion of this research, it can be informed that Economics Faculty in Universitas Andalas must maintain and enhance the application of their student organization and small group learning method because the application of organizational experience and small group learning has a significant impact on student's leadership skill. This study can be used as a guideline for taking decisions on Economics Faculty in Universitas Andalas in the term to control student's organizational events and improve small group learning

method to increase the interpersonal skill of the students to have good leadership. To overcome students' leadership skill, students should focus on tendency of involvement in organization, small group learning and interpersonal skill improvement that could create high intention to leadership traits. As such, students who experienced in organization and small group learning in their study path will ultimately have good interpersonal skill, which means their leadership behavior will become higher.

1.2 Problem Statements

1. How does organizational experience affect interpersonal skill of economics faculty student in Universitas Andalas.
2. How does organizational experience affect leadership of economics faculty student in Universitas Andalas.
3. How does small group learning affect interpersonal skill of economics faculty student in Universitas Andalas.
4. How does interpersonal skill affect leadership of economics faculty student in Universitas Andalas.
5. How does interpersonal skill mediate relationship between organizational experience and leadership of economics faculty student in Universitas Andalas.
6. How does small group learning affect leadership of economics faculty student in Universitas Andalas.
7. How does interpersonal skill mediate relationship between small group learning and leadership of economics faculty student in Universitas Andalas.



1.3 Objectives of the Research

1. To analyze the influence of organizational experience affect interpersonal skill of economics faculty student in Universitas Andalas.
2. To analyze the influence of organizational experience affect leadership of economics faculty student in Universitas Andalas.
3. To analyze the influence of small group learning affect interpersonal skill of economics faculty student in Universitas Andalas.
4. To analyze the influence of interpersonal skill affect leadership of economics faculty student in Universitas Andalas.
5. To analyze the influence of organizational experience affect leadership mediated by interpersonal skill of economics faculty student in Universitas Andalas.
6. To analyze the influence of small group learning affect leadership of economics faculty student in Universitas Andalas.
7. To analyze the influence of small group learning affect leadership mediated by interpersonal skill of economics faculty student in Universitas Andalas.



1.4 Contributions of the Research

1.4.1 Theoretical Contribution

The purpose of this research is to provide information about the factors that affect leadership skill specifically organizational experiences and small group learning in order to help the student to be success in their campus and next job. This could also help individual or institution and other organization to providing information about job interpersonal skills or leadership and could be taken for the future research.

1.4.2 Practical Contribution

The result of this study could give some more impact on performing leadership and provide knowledge about factors that influence the interpersonal skills of person in order to increase knowledge. Institution can used this research to improve their practices.

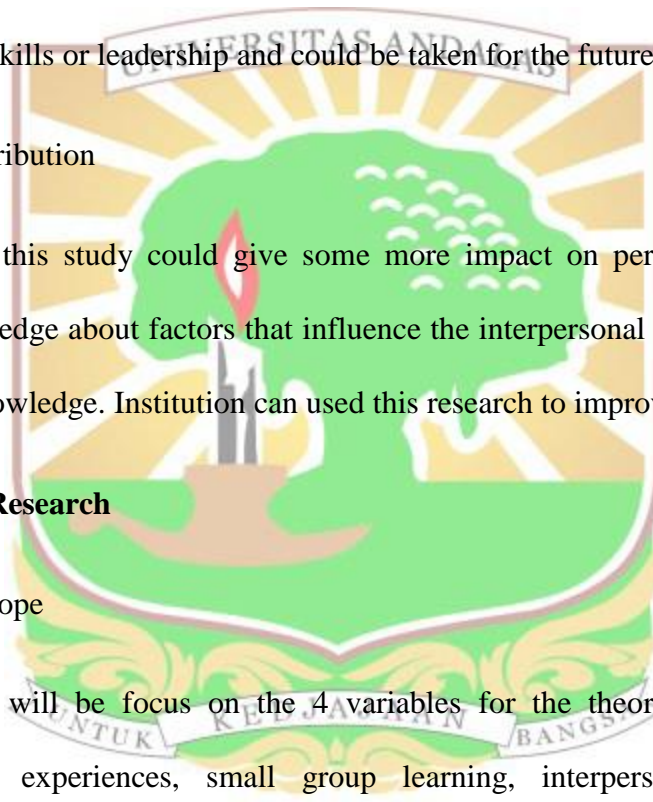
1.5 Scope of the Research

1.5.1 Theoretical Scope

This research will be focus on the 4 variables for the theoretical scope which are organizational experiences, small group learning, interpersonal skills and team leadership.

1.5.2 Contextual Scope

The contextual scope of this research will be focusing on students of a university who have been active in the organization at their school/campus before.



1.6 Structure of the Research

Chapter I INTRODUCTION

Chapter which contain background of the research, problem statements, objectives and contributions of the research, scope of the research, and ended with the structure of writing.

Chapter II LITERATURE REVIEW

Review of the literature explained about all theories that are related to this research, include definition of organizational experience, small group learning, interpersonal skills and leadership. This chapter also will provide review of previous study, hypothesis and framework.

Chapter III RESEARCH METHOD

Research design, instrument used in quantitative, population and sample, data collection technique, variables and measurement, and also data analysis method will be explained in this chapter.

Chapter IV ANALYSIS AND DISCUSSION

This chapter contain about the result analysis of the research, the respondent description and descriptive analysis.

Chapter V CONCLUSION

The conclusion of the research, the implication, limitation and suggestion will be contained in this chapter

