

**BUILDING SCOUTING ACHIEVEMENT  
SYSTEM  
(Potentials and Obstacles)**



**UNDERGRADUATE THESIS**

Proposed as one of the condition  
to complete Undergraduate program  
at Economic and Business Faculty  
Diponegoro University

Written by:

**ANANTHA DHIRGA BHINAWA**

**NIM. 12010111140219**

**ECONOMIC AND BUSINESS FACULTY  
DIPONEGORO UNIVERSITY  
SEMARANG**

**2018**

## UNDERGRADUATE THESIS APPROVAL

Name : Anantha Dhirga Bhinawa  
Student ID : 12010111140219  
Faculty / Major : Economic and Business / Management  
Title : **BUILDING SCOUTING ACHIEVEMENT  
SYSTEM: POTENTIALS AND OBSTACLES**  
Bachelor Thesis Supervisor : Dr. Ahyar Yuniawan, SE, M.Si

Semarang, 22<sup>nd</sup> April 2018

Undergraduate Thesis Supervisor,

(Dr. Ahyar Yuniawan, SE, M.Si )

NIP. 19700617.199802.1001

## **RATIFICATION GRADUATION EXAM**

Name : Anantha Dhirga Bhinawa  
Student ID : 12010111140219  
Faculty / Major : Economic and Business / Management  
Title : **BUILDING SCOUTING ACHIEVEMENT  
SYSTEM : POTENTIALS AND  
OBSTACLES**

**Has passed the examination on 14th May 2018**

Examiners:

1. Dr. Ahyar Yuniawan, SE., M.Si (.....)
2. I Made Bayu Dirgantara, SE., MM (.....)
3. Dr. Hj. Intan Ratnawati, SE., M.Si (.....)

## **UNDERGRADUATE THESIS ORIGINALITY STATEMENT**

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Semarang, April 23<sup>th</sup> 2018

Here in statement,

(Anantha Dhirga Bhinawa)

NIM. 12010111140219

## MOTTO AND DEDICATION

### MOTTO

*“Whoever removes a worldly grief from a believer, Allah will remove from him one of the griefs of the Day of Resurrection. And whoever alleviates the need of a needy person, Allah will alleviate his needs in this world and the Hereafter. Whoever shields [or hides the misdeeds of] a Muslim, Allah will shield him in this world and the Hereafter. And Allah will aid His slave so long as he aids his brother. And whoever follows a path to seek knowledge therein, Allah will make easy for him a path to Paradise. No people gather together in one of the Houses of Allah, reciting the Book of Allah and studying it among themselves, except that sakeenah (tranquility) descends upon them, and mercy envelops them, and the angels surround them, and Allah mentions them amongst those who are with Him. And whoever is slowed down by his actions, will not be hastened forward by his lineage. (HR Muslim:36)*

*“However difficult life may seem, there is always something you can do and succeed at. (Stephen Hawking)”*

*“the more you help the more you happy, the more you happy the more you want to help more. You will never know a little help you give is the most precious things for them. (Unknown)”*

*“The best way to not feel hopeless is to get up and do something. Don’t wait for good things to happen to you. If you go out and make some good things happen, you will fill the world with hope, you will fill yourself with hope. (Barack Obama)”*

### DEDICATION

*This research dedicated to:*

*Allah SWT, who guide, protect, and give a path of countless experience to accomplished this research from the very start until the end.*

*Rasulullah SAW who we are holding on his guidance on living as a moslem until the end of the day, and may we are the one who got his protection, aamiin.*

*My Beloved Family: My Father and Mother, My Grandmother, and all of my uncle, aunt, and cousin for give their love for me, be patient and told me about life, thank you for giving your best for me, thank you for praying for me, motivated, and cheer me up.*

*My Friend: all of my friend who help me to make this research complete and unbelievable, some friend who we meet as the time I conducting this research, and who curious to read this research result, thank you for let me know deeper, and thank you for believing me and giving me a priceless experience. Thank You*

## **ABSTRACT**

*The purpose of this research is to rising up a scouting achievement system that coming from potentials and obstacles at SMA N 1 Sukoharjo and SMA N 1 Wonogiri which both of them have a really good achievement at scouting competition. The system that coming up from this research very helpful for human resource management especially on developing organizational system for educational level.*

*This research using qualitative method which the collective data method using interview, self-conduct observation, life history, personal experience, documents and important note deeply for certain period of time to get further information about scouting achievement system from it potentials and obstacles. This research object are schools which have achievement in scouting there are SMA N 1 Sukoharjo and SMA N 1 Wonogiri. Come after the informant for this research are scout master, scout leader, and alumni who still active for helping on scouting activities on each school.*

*The result indicates gradually a scouting achievement system must have a good organization system and training and education system. Organization system component are recruitment and member positioning, financial and facilities management, followed by having a good relationship within scouting member in or out school. Training and education system component are routine training, leadership, competition preparation exercise followed by team competition development.*

*Keyword: Scouting System, Achievement, Organization, Training and education*

## **ABSTRAKSI**

Tujuan dari penelitian ini adalah untuk memunculkan suatu sistem kepramukaan berprestasi dilihat dari segi potensi dan hambatan pada SMA N 1 Sukoharjo dan SMA N 1 Wonogiri yang notabene memiliki prestasi yang cukup tinggi dalam bidang kepramukaan. Sistem yang nantinya muncul pada penelitian ini sangat berguna bagi manajemen sumber daya manusia terutama pada pengembangan sistem organisasi untuk level pendidikan.

Penelitian ini menggunakan metode kualitatif dimana pengumpulan data dilakukan dengan wawancara, observasi langsung, sejarah kehidupan, pengalaman pribadi, dokumen dan catatan penting secara lebih mendalam selama periode tertentu sehingga mampu menggali dan mendapatkan informasi lebih jauh mengenai sistem kepramukaan berprestasi tersebut melalui sisi potensi dan hambatannya. Objek pada penelitian ini adalah sekolah yang dimana memiliki prestasi dibidang kepramukaan yaitu SMA N 1 Sukoharjo dan SMA N 1 Wonogiri. Setelah itu informan pada penelitian ini adalah Pembina pramuka, ketua pramuka, dan alumni yang masih aktif dalam kepramukaan pada masing-masing sekolah.

Hasil yang diperoleh menyatakan bahwa secara garis besar sebuah sistem kepramukaan yang berprestasi harus didorong dengan sistem keorganisasian dan sistem latihan dan pendidikan yang baik. Aspek keorganisasian ditunjukkan dengan perekrutan dan penempatan anggota, manajemen pengelolaan dana dan fasilitas, serta membina hubungan yang baik dengan sesama anggota pramuka baik didalam maupun diluar sekolah. Aspek latihan dan pendidikan ditunjukkan pada latihan rutin, latihan kepemimpinan, latihan persiapan perlombaan yang disertai dengan pengembangan dalam tim peserta lomba.

**Kata Kunci:** Sistem Kepramukaan, Prestasi, keorganisasian, Latihan dan pendidikan

## ACKNOWLEDGEMENT

Praise to Allah SWT the ruler of life, Most Gracious, Most Merciful. Prayers for my role model Muhammad SAW. Gratefully this research titled **BUILDING SCOUTING ACHIEVEMENT SYSTEM: POTENTIALS AND OBSTACLES** can be finalized.

Writing this final assignment has given writer a lot of learning. Started from dream that to be realized with bunch of challenge and opportunity. One of my jumping stone to reach my dreams.

I am also indebted for presence, support, advices, and loves of many people that help writer in write down this research from beginning until the end. Therefore, I would like to thank:

1. Dean of Faculty of Economics and Business of Diponegoro University, Dr. Suharnomo, SE, M.Si
2. Dr. Ahyar Yuniawan, SE, M.Si for the support, advance, patient and time. I really grateful and appreciate for your guidance
3. Academic advisor Dr. Farida Indriani SE, MM thank you for your help, and your patient, I really gratefull and appreciate it.
4. All of lecturer and employee of Economics and Business faculty Diponegoro University
5. Father and Mother who always give their pray, support, facilities, and patient until this research is accomplished
6. Mrs. Dra. Yuli Bangun Nursanti, M.Pd as the headmaster of SMA N 1 Wonogiri thank you for giving the permission to holding a research at SMA N 1 Wonogiri.
7. Mrs. Sri Soewarsih, S.Pd, M.Pd. as the headmaster of SMA N 1 Sukoharjo thank you for giving the permission to holding a research at SMA N 1 Sukoharjo
8. Mr Warseno as scout master of SMA N 1 Wonogiri thank you for your support and story about scout is priceless for this research, thank you for let this research take further until it accomplished.
9. Mrs Luwes as scout master of SMA N 1 Sukoharjo thank you for your support and story about scout is priceless for this research, thank you for let this research take further until it brought so many story within one and a half years from the student.
10. Mr Ganang, Mr Unggul, Mrs Suryani, Farhan, Rodesty, Pius, Salshabela, Irma, Adit, Fajar, Zulfa thank you for giving a little time for taking an



interview for this research. I fully apology if there is a mistake that coming from the researcher.

11. My friend who meet when conducting this research, Belva, Qomar, Ifah, Ilham, Dion, Sri, Devi, Agre, Keke, Khoiri, Peggy, Irma, Fajrin, Risma, Risqy, Harun and all my friend who I can mention it one by one thank you for your support.

Thank you so much for every person who giving a hand until this research is finally done. This research is nothing without help and cooperation every single person who get involved in it. Hopefully any help for this research will become a good deed in here and hereafter.

Every letters and words in this research is not perfect, somehow a mistake came up even it is intentionally or unintentionally. Because of it, any critics and suggestion gladly welcome for a better research in the future. Hopefully this research can be an inspiration for the one who read it and become better in the future

Surakarta, 22 April 2018

Researcher

Anantha Dhirga Bhinawa

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## **CHAPTER I**

### **PREFACE**

#### **1.1 Background Problem**

Education have a purpose to give an environment for student to improve their potential, skill and ability. According to Daniel Goleman (2009) on the book Emotional Intelligence why it matter more than IQ give a conclusion that working achievement only decided by 20% from your IQ, then for 80% is from Emotional intelligent (EQ / Emotional Quotient). IQ is already develop until 50% at 5 years old, 80% before 8 years old and 20% when you are young, its different with EQ that can develop without the barrier of time.

According to Nikki Wilson (2009) on the research “Impact extracurricular activities on students” explain that extracurricular can increase student grade and can give a chance to be better, then an extracurricular that have a positive effect can integrate student with their school to be an achievement oriented student and they will have skill and attitude for daily live. Extracurricular program can increase the real experiences about their self, friend, environment, and God, in this case an extracurricular program can increase their emotional quotient (EQ) that have a social intelligent

Scouting is one of the extracurricular programs that make people developing their EQ. According to Indonesia Scouting article association as a result of national conference chapter II article 5 on the years 2013, Scouting is an education process

outside from family and school which are interesting, healthy, cheerful, continue, directionally, and simple activities that do outside on the nature by using basic scouting principle and scouting method which have the final decision to make a better attitude. Everything people do outside that using scouting principle for a better attitude its scouting. Scouting has a big impact for young people especially for senior high school student. Senior high school is a place for student to have an education about science and not science. Not science education can only be achieved by joining an extracurricular program that has been set by the school like scouting. Scouting can help young people to make their attitude better and better.

According to Chuck Surack (2015), the President and Founder of Sweetwater sound inc, on the article “what did the boy scouts do for you?” said:

*“the boy scout tough me the basic life skills I live by to this day, and have respect and tolerance for others and environment. Scouts learn everything from how to handle a knife, to starting a fire even ‘snipe hunting.’ Most importantly, I learn the scout code of conduct: to be trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean and reverent. Great principle I live by every day at sweetwater and family life.”*

Like what Chuck said scout give positive impact for his daily life and how to live a life along within their employee and family. Life is about what you do with the society. Helpful, friendly, and kind is something what you learn in scout and they will affect a lot in social live. Young people should learn a lot from scout,

because scout is not only about build a tent and camp but also about loyal, friendliness, first aid medic, and social

Why scout? Francis E. Griggs JR (2009) in his journal “Everything I Needed to Know about Leadership I Learned in the Boy Scouts” said:

*“I am not stating that the only way to be a good leader is through the Boy Scouts program. I am stating, however, that a boy who has incorporated the Scouting values in his life has a greater likelihood of becoming a good leader as an adult. This is especially true if the boy or young adult stays in Scouting and attains the rank of Eagle Scout. I am not implying that I have risen to the highest level of being a big fish in a big pond. I have, however, by building on my Scouting roots and leadership training, risen to being a pretty good size fish in the many small ponds of my profession, community, and church.”*

Like what Francis said scout tough him about leadership and how to be a leader from the bottom of his life. Every student that join Scouting Extracurricular will have the experience about leadership, because scout is not only teach about to be a good people but also how to lead the world.

The last and the most important thing is why student need to join scouting activities is they will learn about science and nature. SME NEWS (2015) Karen Rose, the member of MEC (Mining Education Coalition) reported about IMPACT (Introduction Mining Practices and Coal Technologies) program that has been held by FOC (Field of Coal), KCA (Kentucky Coal Association) and BGBSA (Bluegrass Council of Boy Scout America), nearly 700 scouts join the program. IMPACT

discusses the formation of coal, the various coalfields, how coal benefits our daily life, health and safety, reclamation and many more topics. The scouts also engage in activities such as black powder rifle and shotgun shooting, three-person sling shot, hatchet throwing, knot and lashing tying, and geocaching. KCA hope they will be the next generation of miners, mining engineers, and scientist. IMPACT program is one of the examples about science in scout activities. In Indonesia scout can learn about science from a scouting competition in every region near their school.

Scouting competition in Indonesia usually held by University Scouting and Indonesian scout government. University Scouting called Racana. According to Indonesian National scouting council act number 231 year 2007 about gugus depan scouting implementation, Racana is an association of Senior Rover Scout (Pandega), that lead by the leader of Senior Rover Scout Council and guided by Senior Rover Scout Instructor. The scout competition is classified as a complex competition because it has many categories. The category that always be there is march and pioneering. Every Racana have their own characteristic about scouting competition, like Racana ITS (Institute Technology of Sepuluh Nopember) at ITS scouting website it reported that they always held a scout competition which have science competition in it, such as robotic, website design and bridge replica. At this level of education students will learn university knowledge when students are senior high school student and at their age, how amazing it is. Before student can compete with the other at scout competition they need to highly educate from their senior high school scout association called Ambalan. The competition is not about to be win or lose, it is about the process until you ready to compete with the others.

According to National scouting council act number 231 year 2007 about gugus depan scouting implementation, Ambalan is an association of Rover Scout (Penegak), that associate Rover scout troop (Sangga) that lead by the leader of Rover Scout council (Pradana) and guided by Rover scout instructor. Amabalan has a duty to develop senior high school student that join scout extracurricular program. According to Indonesia government act about Indonesia scout movement Number 12 year 2010, scouting activities is a must for senior high school student. The scout extracurricular program usually held every week with the education about basic scouting skills. The problem starts here, because of Indonesia government act about Indonesia scout movement Number 12 year 2010 all senior high school must organize scouting activities including the school which doesn't had scouting activities before. This problem starting a domino effect, its affect the school performance on scouting competition. How can they compete if they even don't have any scouting system at their school?

Ambalan scout council need to set competition preparation program if they really want to join a competition. The complexity start here, they need to choose which competition they want to join, at the same time they need to think the capabilities of their new Rover scout member. Wrong decision will affect a lot for their competition they will get nothing at the competition or the other words they are far away behind from the abilities to compete with the other. It will make the new Rover scout generation at their senior high school sick mentally and physically, and it will affect the other new generation member. The complexity is not only about to choose the correct competition they attend but also how to give correct

training or preparation for the competition due it has many categories in it. For example Pramuka.ub.ac.id informed about LOSIPRAM Scout Competition that already held by Brawijaya University. It has more than 1 complex categories and the region that can join the competition is not only a city or province but also more than 1 island, the islands are Java and Bali Island. The last competition attendance is about 71 Boy scouts troops and 79 Girl scouts troops. The six of the categories are Business Plan, Scout Question and Answer(Cerdas Tangkas Pramuka), Movie Festival, Smile fruit creation (Kreasi Buah Senyum) , Field tracking (Lintas Medan) and, Pioneering. Only Scout Question and Answer, Field tracking and, Pioneering that they know already. How about Business Plan, Movie Festival and, Smile Fruit Creation? They are beyond their abilities for senior high school student. The Ambalan scout council needs to prepare a lot and have a good coordination not only with the new Rover Scout generation but also with their selves. The competition preparation programs need to be handled by the one that have an experience with the competition and experienced a lot with the competition category. Experiences are not enough, the people need to have abilities to train and want to spend their time. It is not the sword that make you strong, but the man behind the sword.

Okezone.com reported according to Susilo Bambang Yudhoyono at the ceremony of national scouting day 14<sup>th</sup> agust 2010 said:

*“Sistem pendidikan kepramukaan juga harus meningkatkan standar kompetensi yang ingin dicapai oleh peserta didik, melalui berbagai kegiatan kepramukaan yang diselenggarakan oleh gugus depan. Karena itu, saya berharap*

*aspek ketenagaan, yaitu para pembina, para instruktur, maupun para pelatih, dapat distandarisasi melalui sertifikasi, registrasi, dan lisensi”*

The background indicates a major problem, the problem is there is a need for scouting system that can understood by schools which trying to build scouting from scratch and how to make it tough for scouting competition. This research is about building scouting achievement system from the potential and obstacles.

## **1.2 Problem Statement**

The education ministry of Indonesia state in Education and cultural ministry act number 63 years 2014, Scouting Extracurricular will be set as a major and every student must join the Scouting program. The teacher needs to give a grade for scouting activities in every single student, it will affect student grade and will become a passing grade decision, its means they will pass the grade or not it depend on their scouting activities. The student with the highest score in exact major but, they are not join scouting activities will never pass their grade. Because of that, every senior high school needs to run Scouting Extracurricular program on their school even though they don't have Scouting program before, its means they will start it from scratch.

According to Bakti Priana (2017) on his research “kesulitan implementasi kurikulum 2013 dalam kegiatan pembelajaran kelas 1 di sd n 3 pengasih kulon progo” said that starting an organization from the very beginning is really hard more over it start because of regulation not because of it really wanted. The scouting extracurricular should have people that can educate the entire senior high school including the

teacher for how to give the grade and handle the weekly activities at minimum. The education for the student can't take only one day or they will get nothing from it. The scouting extracurricular need to think how to give a correct education for the first time and make sure the student get it then, they want to come for weekly activities. The scouting extracurricular need to know the duration for the education, it will took a day, a week or, maybe a month, the longest time it take will wasting their time and maybe money if they paid people for it and the scouting extracurricular not getting started. They need to know how many meeting for education in a week or in a month. Let give an example for the best condition when the education succeed. After the education the student begin to come at the first of weekly scouting activity. The scouting extracurricular needs to handle the first weekly activity and begin to give an education about scouting. The education should be handled by the people that have scouting skills and be able to coordinate all of student. Who should be the one that can handle the activity? It should be the Ambalan scout council it's self but, because this is the first time for the scouting extracurricular there will be no Ambalan scout council.

The organization that handled scout extracurricular program is called Ambalan scout council. They are responsible for the program they make in a years and make the scouting extracurricular better and better. The Ambalan scout council should be good organized for make a good program. They usually comes from the second grade student. But, for the first time the school need to make an Ambalan scout council incidentally without any scouting skills and scouting organization management. Scouting organization for senior high school has their own name for



the one who responsible for. For example for the one who responsible for money management it called Jurang (Juru Uang), the one who responsible for being a secretary called Kerani and, the one who responsible for lead called Pradana or Pradani for girl. Ambalan scout council need to know how to organized the organization using scouting management.

The background indicates a major problem, the problem is there is a need for scouting system that can understood by schools which trying to build scouting from scratch and how to make it tough for scouting competition. This research is about building scouting achievement system from the potential and obstacles. This is problem statement that can give an answer for the problems:

- A. How to build a scouting system that can maximize all of component and take an achievement without ignoring the essence of scouting?

### **1.3 Research Aim**

The problem statement above needs a precise answer and it told that there is a need for building a good scouting system that can maximize all of component and tough in competition without ignoring the essence of scouting. The research aim to answer the problem statement is as follows:

- A. To build a scouting system that can maximize all of component and take an achievement without ignoring the essence of scouting.

## 1.4 Research Advantages

As described above, it is known that there are many schools which need to start scouting from scratch and need to embrace their self in many Scouting Competitions. To fix this problem, this research will give an answer and advantages for the problem for Researcher, School, knowledge and Scouting. There are:

1. Researcher

Give knowledge about how to build scouting achievement system together with the potential and obstacle

2. Senior high school

- a. Increase the scouting program quality
- b. Increase their scouting organization management
- c. Give a positive impact to society

3. Knowledge

Increase the scouting management system in the world especially Senior high school in Indonesia

4. Scouting

Improve scouting management system in Indonesia, especially for senior high school

## **1.5 The importance for human resource management**

According to Suthi Suthipan (2010) on his research “The Impact of Strategic Human Resource Management On Employee Attitude Behavior and Work Outcome Through Perceived Organization Support” explain that organization give a big impact on human resource management especially every individu can strengthen he/she attitude, behavior, and increasing the work outcome through organization. This research focusing on building a system within scouting organization at senior high school for better scouting education. Scouting education is not only about scouting skill but also about soft skill like attitude and behavior that will become important for every student in the future.

## **1.6 Writing Systematic**

### **CHAPTER 1: PREFACE**

This chapter talks over the background problem for scouting achievement system, problem statement, research aim, research advantages, and writing systematics.

### **CHAPTER II: LITERATURE REVIEW**

This chapter talks over base theory and discuss about the scouting system, the essence of scouting with all of the internal and external component of the scouting system. The literature comes from journal, scouting act, script, news, article, scouting research and hypothesis.

### CHAPTER III: METHODOLOGY

This chapter talk over data categories and data resource, collecting data method and, analysis method.

### CHAPTER IV: RESULT AND DISCUSSION

This chapter show the research result and discussion, then followed by the potential and obstacles

### CHAPTER V: CONCLUSION

This chapter show conclusion, recommendation, implication, research limitation, and future research.