



Ing Ngarsa Sung Tuladha: Empowerment in MSMEs in Bantul Indonesia and Community Learning Center in Malaysia

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Abstract

This research aims to explain of applying Ing Ngarsa Sung Tuladha from Ki Hajar Dewantara's Trilogy to the leadership of pottery & ceramics crafts SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs and Community Learning Center (CLC) Ladang Lumadan. This community service method uses direct and remote observation with interview techniques trough the Zoom application. The concept used is the concept of Ing Ngarsa Sung Tuladha to help problems and solusions in leadership to achieve common goals. By conducting socialization and training offline and online. The results of the observation can implement the leadership attitude of Ing Ngarsa Sung Tuladha in pottery & ceramic craft SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs, and Community Learning Center (CLC) Ladang Lumadan. With this collaboration, it was seen that ineffective leadership methods resulted in solutions with Ing Ngasra Sung Tuladha.

Keywords: Ing Ngasra Sung Tuladha, Pottery & ceramics craft SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs. Rama Putra Motor Bantul SMes. Community Learning Center Ladang Lumadan.

1. Introduction

Education is one of the important elements in human life to fulfil needs. With education, human resources can gain knowledge that can be used to solved problems and form a smart and creative generation. Education consists of formal and informal processes that can be used as an investment in human resources to live life (Suwahyu, 2018). Education in Indonesia has the concept of the Father of Education, namely Ki Hajar Dewantara's Leadership Trilogy which consists of *Ing Ngarsa Sung Tuladha* (in front of setting an example), *Ing Madyo Mangun Karsa* (in the middle building will or intention), *Tut Wuri Handayani* (from behind encouraging) which provides a depiction of a leader (Habsa et al., 2018; Trisharsiwi et al., 2020; Arifin & Hermawan, 2022). The trilogy is applied in the world of education and life. In the world of education, the motto describes a teacher or educator who walks in front and provides an example to his students (Nugroho, 2017; Wijayanti, 2019; Hutagaol et al., 2020; Lion, 2022). In addition, life describes a leader who is someone who develops, educates, and encourages other to work together to achieve predetermined goals (Marliani & Djadjuli, 2019). The trilogy also teaches life to be an exemplary and dedicated human being.

The pandemic has passed, but there are still businesses that have leadership problems that are less exemplary and less motivating for others to achieve common goals. The community service team gave directions to students to conduct direct observations at pottery & ceramic crafts SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs. Micro Small, and Medium Enterprises (MSMEs) are economic businesses carried out by individuals or small and medium-size business entities. The results of observations show that there are problems that come from employees and business owners, including lack of employee insight, employees arriving late, employees lacking discipline, lack of training, poor internal company communication which results in conflicts between employees and superiors, employees not following work rules, and poor business management resulting in reduced, performance and less common goals achieve. This can be caused by the existence after of the pandemic, which has not worked for a long time resulting in a decrease in ineffective performance. In addition, the leader has

little knowledge about how to manage and lead the business. With these problems, it makes the importance of formal and informal education in facing life.

In addition, the community service team also conducted remote observations with the Community Learning Center in Malaysia or the Community Learning Center (CLC) Ladang Lumadan. The CLC or Indonesia Community Learning Center is an educational institution formed based on initiatives from, by, and for the local community, especially oil palm plantation companies and local communities in Sabah-Sarawak, and supported and fostered by the Government of Indonesia. This observation was conducted remotely by utilizing the zoom application which was used for interviews with 3 CLC Ladang Lumadan teachers. From the observations that occurred, the number of student with very different teachers resulted in the gap felt by participants and education has decreased due to student leaving. This is due the lack of attention of educators and parents to the learners which results in dropping out of school.

Based on of direct and remote observations at MSMEs and CLCs, it is known that there are facts of leadership that have been able to bring their followers to achieve common goals. The above problems also teach that formal education and informal education are needed to solved these problems. Therefore, the main objective of community service activities can be to provide knowledge and experience regarding leadership by Ing Ngarsa Sung Tuladha from Ki Hajar Dewantara's leadership Trilogy. This community service is attempted to have a positive impact on pottery & ceramic crafts SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs, and Community Learning Center (CLC) Ladang Lumadan from the positive side of the problems that occur. Furthermore, providing solutions by applying the teachings of Ki Hajar Dewantara's leadership Trilogy, namely Ing Ngarsa Sung Tuladha, means being able to provide exemplary examples to followers with the leader does in providing direction.

2. Materials and Methods

Based on the results of the community service team direction for direct observation at pottery & ceramic crafts SMES "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs, there are problems regarding the lack of discipline of employees and leaders. In addition, observations at CLC Ladang Lumadan were conducted online using the Zoom application with interviews with 3 teachers. This is due to the new variant of the COVID-19 virus and long distances, resulting in the implementation of observations being carried out online. However, the Zoom application was able to Increase the effectiveness and efficiency of the program. The observation activity Is shown in Figure 1.



(a)



(b)

Figure 1: (a) Direct Observation and (b) Online Observation

The problem that occurs at CLC Ladang Lumadan is that there are many students compared to teaching teachers, which makes it difficult for teachers from Indonesia to organize learning. To overcome the problems that occur in MSMEs and CLSs, the solutions provided are as follows: 1) conduct training and socialization on Ki Hajar Dewantara's Trilogy on Ing Ngarsa Sung Tuladha. For example, leaders or teachers became role models for their employees and students. By providing encouragement or motivation, exercising discipline, setting a good example, and providing strength to achieve common goals, 2) socializing how to communicate well, so that the delivery can be received easily and understood, 3) conducting socialization about management in education and overcoming the problems that occur. For example, how to lead and organize, financial management, time management, and education management in supervision, preparation, implementation, and the management of human resources to achieve effective goals. The socialization is based on leadership taken from Ki Hajar Dewantara's leadership Trilogy. The socialization activity is shown in Figure 2.



Figure 2: Online Socialization with CLC and External Parties

3. Results and Discussion

The community service program themed Ki Hajar Dewantara's leadership Trilogy taken from Ing Ngarsa Sung Tuladha as an effort to deal with leadership constraints that occur in the facts of MSMEs and CLCs. Leadership is inherent in the leader in the from personality and certain traits (Agung S., 2022). Ing Ngarsa Sung Tuladha (in front of giving example) is interpreted as a leader being able to provide good examples in various aspects. nature, behavior, appearance, speech, manners, and so on which is a part that must be exemplified (Susilo, 2018).

The implementation of the community service activity program uses a formal and informal training and socialization approach. This makes formal and informal education something important in the life of human resources. Training is an initiative from the results of observations to solved problems that are happening. The target participants of the socialization and training program are pottery & ceramic crafts SMEs "Dwiyanto Ceramic", Azka Furniture Bantul SMEs, Rama Putra Motor Bantul SMEs, and Community Learning Center (CLC) Ladang Lumadan. The program will involve several external parties to help make the event a success. For example, inviting speakers who have knowledge of Ki Hajar Dewantara's leadership Trilogy with the hope that they can contribute and present material in a complete, concise, exemplary, and followable manner, and easily understood by respondents. The speakers are Ms. Ana Fitrotun Nisa (lecturer from the Basic Education Study Program, Faculty of Teacher Training and Education, UST Yogyakarta), Mr. Ignatius Soni Kurniawan (lecturer from the Management Study Program, Faculty of Economic, UST Yogyakarta), Ms. Tri Ratna Purnamarini (lecturer from the Management Study Program, Faculty of Economic, UST Yogyakarta), Ms. Umi Wahidah (lecturer from the Accounting Study Program, Faculty Economic, UST Yogyakarta), Mr. Suddin Bin Lada (lecturer from Universiti Malaysia Sabah), Mr. Praja Mulyantoro. Present at the training and socialization were the leader of MSMEs. Mr. Eko Purwanto, head of pottery & ceramic Craft, Mr. Supriyadi, head of Azka furniture, Mr. Ujang, Head of Rama Putra Motor Bantul and Mrs. Nurjanita, head of CLC Ladang Lumadan. In addition, CLC Ladang Lumadan needs several students and employees of MSMEs to participate in one of the activities to support the solution to the problems that occur.

The solution to overcome the problems that occur is to carry out several stage. In the initial stage, material will be carried out to reach the maximum stage. The implementation of these activities is carried out optimally and gradually which can be used as evaluation material after the series of implementation is complete. This series deepens Ing Ngarsa Sung Tuladha to make leaders who can provide role models for people around them. A teacher can provide an example that is worthy of obeyed and imitation in his words and actions. A teacher can set an example for his students, both in attitude and mindset. Meanwhile. A leader also provides leadership that can be emulated by his followers with the courage to act, can build a solid team, be a leader who can listen and be listened to, dare to take risks, have an open mind, have confidence, and have a leader's soul. If the leader has this kind of attitude, the followers will follow the leader. Because the leader is a good example in a company. This can achieve the common goal of MSMEs and CLC.

The results of observations made at pottery & ceramic craft SMEs "Dwiyanto Ceramic", Azka Meubel Bantul SMEs, Rama Putra Motor Bantul SMEs can create solutions to overcome problems and are processed into articles

published in online newspaper to increase literacy for human resources and channel information and even adding solutions to problems that occur. One of them was uploaded to the Yogya POS online newspaper with title “Bengkel Rama Putra Mengadopsi Kepemimpinan Ki Hadjar Dewantara,” (2023). The result of the online newspaper publication are shown in Figure 3. Meanwhile, at the *Community Learning Centre (CLC)* (n.d.), the observation results can find what problems are happening so that they can provide solutions so that these problems can be resolved. The hope is that this publication can encourage the interest of other MSMEs to participant in implementing Ki hadjar Dewantara’s Leadership Trilogy.

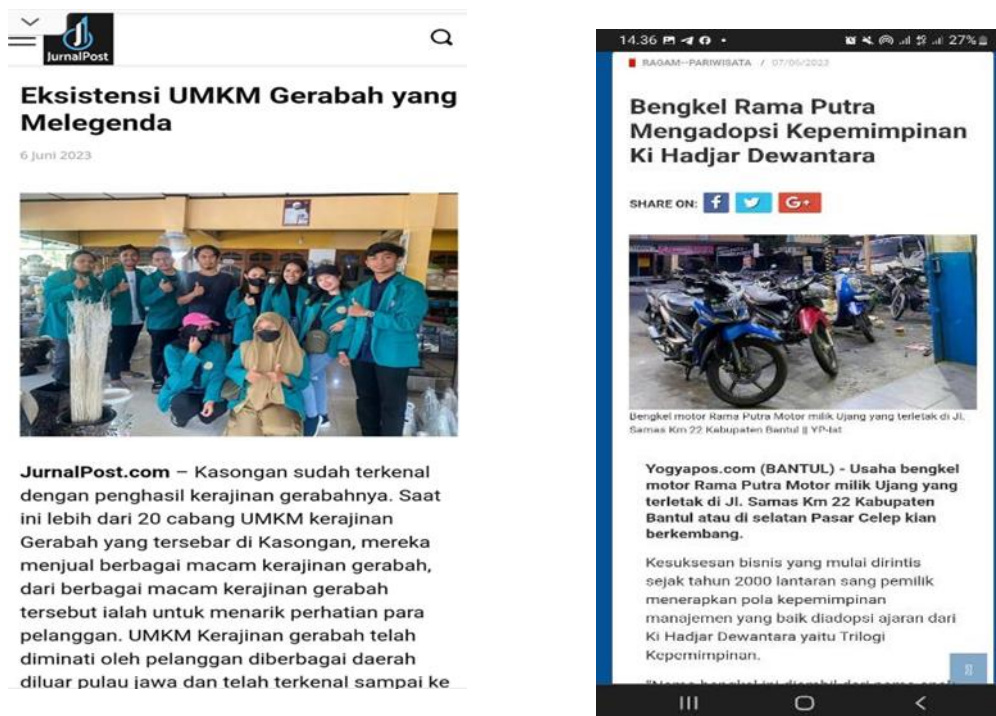


Figure 3: Online Newspaper Publication Results

If the obstacles faced related to leadership are still not by the application in MSMEs and CLC respondents can convey them to the presenters. So that what is needed in the field gets a valid solution in dealing with problems. The next stage is to carry out the practice of socialization to apply the leadership knowledge of Ing Ngarsa Sung Tuladha. This activity is expected to make respondents more active in undergoing activities so that they can gain a lot of knowledge and overcome company problems. In fact during socialization and practice, respondents were more enthusiastic in about dealing with problems. In addition, the problems faced can be resolved with the socialization that has been given. The results of community service were published in several online newspapers to convey ideas on problems and their solutions.

4. Conclusion

Explain what has been done, and draw conclusions in accordance with the objectives of the research that has been determined. The conclusions are delivered narratively, do not contain equations, tables, and figures.

The implementation of this activity concludes is that the pottery & ceramic craft SMEs Dwiyanto Ceramic, Azka Meubel Bantul SMEs, Rama Putra Motor Bantul SMEs, and Community Learning Center Ladang Lumadan still need a lot of direction and insight into the application of Ing Ngarsa Sung Tuladha from Ki Hajar Dewantara. The results of observations state that there are still many leaders who have inappropriate leadership methods that cause goals to be less achieved. Based on the results of the implementation of community service in the form of socialization and training on improving leadership by applying Ing Ngarsa Sung Tuladha from Ki Hajar Dewantara’s leadership Trilogy to MSMEs and CLCs. It cab be concluded that the solution suggested by community service can solve the problems that are happening and improve the quality of MSMEs and CLCs.

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