Utilization of the Women's Organization of the Samarinda Branch of the Indonesian Student Corps as a Gender-Based Leadership Base

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Abstracts: The purpose of the study was to investigate the Utilization of the Women's Organization of the Indonesian Student Corps Samarinda Branch as a Base for Gender-Based Leadership. The research was conducted in a qualitative description with a narrative approach. Conduct in-depth interviews in data collection as many as 10 respondents then the data is collected, reduced, displayed and then drawn conclusions. The results of the study that the use of iGenerations regeneration in Kohati are reviewed based on the basic pattern of Kohati development divided into individual regeneration and group regeneration carried out formally, non-formally and informally. Based on the process of regeneration of iGeneration cadres, several inhibiting and supporting factors can be identified internally and externally. Based on the members' point of view, cadres as participants in gender sensitive cadre training activities influence the success of the forums that are conducted. But on the other hand externally from an organizational point of view. sometimes forums that are built are not maximally and totally able to provide the desired values in a predetermined curriculum. So based on the consideration of the values that exist in the field, it is necessary to carry out a thorough evaluation that does not only focus on how the presenter presents the learning concept, how the participants are able to capture the learning properly. But also the adjustment of the forum discussion curriculum so that it is still able to answer various challenges and problems that are present in the organizational process.

Keywords: Regeneration, iGenerations, Gender Based Organizations, Kohati, Leadership.

1. INTRODUCTION

Leadership is a systematic process which is a practical skill that is acquired through organizational processes and training both formally and informally(Dolan & Kawamura, 2015; Doucet, 2017; Gittins, 2015; Solari, 2016). In general, the majority of organizations have specifications for the formation and development of members through a continuous process as a whole(Barrett, 2017; Chun & Evans, 2018; Corrigan, 2016; Dillon, 2018; Williams & Holt-Giménez, 2017). The organization is able to create conditions in such a way that people in the organization have attitudes, views, and thoughts to achieve the goals of the organization as stated in the vision and mission of the organization. So that in general, all organizations have an obligation to create various activities that are supportive of the leadership process that all cadres of women's organizations go through (Bane, 2021; Levine & Eatman, 2016; Moen, 2016; Paddison & Miles, 2020; Waddell, Creed, Cummings, & Worley, 2019; Yarris, 2017).

Conceptually, women's organizations have effectiveness in creating quality female cadres (Mulya, 2018). Youth organizations, especially women's organizations, have proven to be very effective in creating a cadre of national leaders who will continue the nation's leadership in the future(Alonso-Población & Siar, 2018; Cleuziou & Direnberger, 2016). Women's organizations are attached to gender-based organizations or gender-based organizations(Alonso-Población & Siar, 2018; Barrig, 2018; Basu, 2016; Cleuziou & Direnberger, 2016; Stephens, Heisler, Temkin, & Miller, 2020). Acording (Blackwell, 2017; Dasig, 2020; Hasunuma, 2019; Pratt, 2020)Gender-based organizations are a form of embodiment of the meaning of gender mainstreaming. Conceptually, gender mainstreaming is a strategy to achieve gender equality and justice through various pro-equality policies (Fibrianto, 2016: 21).

Historically, the earliest women's organization formed in 1912 was known as the Poetri Merdeka organization (Astuti, 2021: 42). This organization has a focal point with all its members being women. Initially, this women's organization was formed with the main purpose of helping independence, providing the widest educational opportunity for women as well as solving marriage problems. Today(Basu, 2016; Cleuziou & Direnberger, 2016;

Dasig, 2020; Pratt, 2020), women's organizations are experiencing various dynamics of movement and need the concept of renewal in their growth process.

Based on the concept of regulatory rules that apply in Indonesia to continue to guarantee the protection and existence of women's freedom of expression, it is strengthened by the existence of laws and regulations regarding Gender Equality and Justice (KKG) of 2012. In addition, it is strengthened by using Presidential Instruction Number 9 of 2000 concerning Gender Mainstreaming (PUG) in National Development. So that based on the legal basis that applies, gender equality and independence, one of which is to develop and express through organizations, is something that is very commonplace and has its own opportunity to grow and develop(Mulawarman, Suryaningsi, & Komariyah, 2021).

However, based on the reality of women's organizations facing various challenges regarding matters related to the existence as well as the quality and quantity of members. Especially organizations related to gender that have demands that they have the ability to accommodate women's rights (Suharjuddin, 2020: 1). Even though the rules regarding gender equality already exist, the role of women in education as well as the organization and scope of work is still very minimal (Fibrianto, 2016: 10-27). But on the other hand, the opportunity for all women to process is still very wide open. Basically, this situation creates a dilemma for organizations to educate their members to have leadership qualities.

In general, the women's organization KORPS HMI-WATI, Samarinda Branch, feels the various kinds of problems present as part of an organization whose movement is based on gender-based organizations. KOHATI stands for Korps HMI-WATI (KOHATI Basic Guidelines 2021). KOHATI was formed on 21 Safar 1386 H coinciding with 11 June 1966 AD and ratified on 2 Jumadil Akhir 1386 H coinciding with 17 September 1966 AD at the VIII Congress in Solo, and is domiciled in the seat of HMI. The purpose of the establishment of HMI-WATI is to foster quality Muslim women as human beings. Then to realize the KOHATI goals as mentioned above, a number of efforts were formulated by HMI-WATI based on the needs of the organization and members.

In the daily activities of the organization, there are many efforts that can be made by the KORPS HMI-WATI organization in maximizing the concept of positive values. One of the values in the organization that is the focus of development is related to the value of leadership. It has been explained previously that leadership is a result and process that occurs continuously and continuously.

Based on some of the considerations and explanation of the concepts above, namely leadership, organization and gender equality (Arar & Taysum, 2018; Cardozo, Affiat, Zaman, & ..., 2022). It can be concluded that an effort is needed in the form of activities and trainings, namely that based on this urgency the researcher has an interest in further researching Gender Sensitive cadre training activities as a Gender-Based Leadership Forum in the Women's Organization of the KORPS HMI-WATI Samarinda Branch.

2. METHODS

2.1. Research Design

This research was conducted using descriptive qualitative research using the case study method to identify and explore how gender-sensitive cadre training can become a gender-based leadership forum, especially in the women's organization KORPS HMI-WATI Samarinda Branch. The research method uses in-depth interviews, direct observation and exploration of supporting documents, one of which is the Kohati guide as additional written information. Conducting a qualitative case study process allows the writer to explore an issue or problem by using a particular case in a real context (Creswell & Poth, 2016; Herman et al., 2022; Herman et al., 2023). The goal to be achieved is to get an overview in the form of detailed structured explanations and descriptions of the problems studied and researched. In this part of the analysis, the design of the case study method provides a detailed description of the experiences of informants regarding the implementation of gender-sensitive training as a forum for gender-based leadership in the organizations studied.

2.2. The Organizations: KORPS HMI-WATI

KOHATI stands for Korps HMI-WATI (2021 KOHATI Basic Guidelines CHAPTER II Name, Time and Place, Article 1). KOHATI on a national scale was formed on 21 Safar 1386 H coinciding with 11 June 1966 AD and ratified on 2 Jumadil Akhir 1386 H coinciding with 17 September 1966 AD at the VIII Congress in Solo. In general, Kohati has a goal, namely the realization of quality Muslimah Insan Cita. This goal was formulated as a form of acceleration and extension in realizing HMI's goals which also automatically became the goals of all HMI-Wati cadres.

Figure 1. Members of the Smaarinda Branch of the HMI-WATI KORPS.

Kohati within the scope of Samarinda City has a vision in carrying out its activities, namely to make the Samarinda branch of KOHATI a vessel for cultivating quality, faithful, intellectual, courageous and sensitive human beings as an effort to accommodate women as pillars of the state and roots of civilization. Meanwhile, to realize this vision, a number of mission points are compiled which are correlated with each other. First, Strengthen the friendship of KOHATI cadres in every HMI internal and external activity. Second, providing intelligence through intellectual forums so that they become educated and educational KOHATI. Third, establishing cooperation with the government and non-government sectors in an effort to reduce the rate of sexual harassment, especially among adolescents.

From a review point of view, Kohati's cadre has made several efforts to improve the performance of members. In general, Kohati cadres are divided into individual and group cadres. Individual cadre formation is carried out as much as possible by instilling individual values of individual struggle in every activity of cadres and members. Meanwhile, as a group, one of them is through training provided by Kohati.

Based on the Kohati Guidelines as a result of the XXIV Surabaya National Conference Congress in 2021, one of the trainings carried out by Kohati is gender sensitive cadre training. This training was held to answer every challenge and obstacle that is present in providing guidance to Kohati members and cadres.

2.3. Participants, Settings, and Procedures

Sources of data from this study were obtained through six participants consisting of the General Chairperson of the Kohati Branch of Samainda for the 2022/2023 period, and five general chairmen of Kohati who came from several Commissariats such as the Politani Commissariat, the IKIP PGRI Commissariat, the Engineering and Social Sciences Commissariat at Mulawarman University and Commissariat of Law, Widyagma University, Samarinda. Where each of them holds the position of a general chairman of the Kohati branch and the general chairman of the Kohati Commissariat in their respective places within the Samarinda Branch.

The various types of data collected from this study have a focus point on coaching Kohati members and cadres

in the Samarinda branch environment (Baptiste, 2018; Britton, 2020; Hardman, 2017; Tokar, 2020; Vibert, Gill, Murphy, Piñán, & ..., 2022). As for some coaching activities carried out to develop the quality of members and cadres, namely through formal, non-formal and informal regeneration activities. The focus of the research conducted is research on the implementation of non-formal regeneration through various training and training activities. The indicators from the data include the experience of the general chairperson of the branch and the heads of the Samarinda branch of the environmental commissariat related to the implementation of gender-sensitive cadre training as a form of optimizing leadership forums with gender-based activities(Allwood, 2020; Cariou, Tengan, Hokowhitu, Justice, & ..., 2015; McIntyre-Mills & Wirawan, 2019; Nagda & Roper, 2019; Nasution et al., 2023).

The interviews were carried out using in-depth interviews with each general chairman of the branch with the heads of each commissariat alternately at different times, this method was used with the aim that each of the results of the interviews conducted did not experience distraction from the views and answers of other informants. Interviews were conducted using a semi-structured method by first compiling interview guidelines (Ervin, 2017; Gilbertson, 2018; Ravitch, 2020; Shiel & Jones, 2016; Ngongo et al., 2022; Silalahi et al., 2022). The interview guide that has been prepared has been based on research needs related to problems while in the field.

The data collection process using interviews was carried out in a conducive and supportive atmosphere. Each interview session lasted for about 20-30 minutes. We conducted interviews directly with informants, and on several occasions in order to complete the missing data during the interview we confirmed via WhatsApp chat.

In addition to creating an environment that does not distract informants, there are several storylines so that informants do not feel pressured during the interview process. Besides that, we also tried to explain the aims and objectives of this research so that the informants could optimally provide data and information to support the course of the research.

We also conduct an in-depth analysis of important documents that support the research process. In this case, the document being analyzed is the Kohati Basic Guidelines which are Kohati's handbook in carrying out regeneration activities through various core activities, one of which is through training activities. as well as summarizing the diversity of field data without the tendency to generalize. In addition, supporting documents are used to examine specifically and consider information as well as to verify data obtained by researchers through interviews (Niswa et al., 2023).

In the process of analysis that has been carried out, or interviews with informants recorded using a voice recorder using a mobile phone tool then transcribed to obtain raw data as the main material. To get an overview of the research that has been done, the first step taken in data analysis is to make a review of the results of the interviews that have been transcribed. All analytical approaches to understanding the data are carried out iteratively between coding, then proceed with theoretical assumptions and the data collected. Basically we elaborate on various theoretical perspectives with the data collected to reach interpretation and extract meaning, according to analytical assumptions (Miles and Huberman, 2014; Munthe et al., 2021)

The next step, the entire analytical process begins by focusing research on things that are important to identify, so that through meaningful data processing a conclusion can be drawn. Thus the result of this second step is a list of categories consisting of several important processes such as planning, identifying problems, holding research discussions and determining objectives until verification or drawing conclusions on research.

3. RESULTS AND DISCUSSIONS

Through the research process that has been carried out, there are four important data that can be identified related to the research title that has been raised, namely: (1) The urgency of gender-sensitive cadre training, (2) Gender-based leadership in the KORPS HMI-WATI organization, Samarinda Branch, (3) Meaning of the value of gender-sensitive cadre training as a leadership forum, (4) Evaluation of gender-sensitive cadre training in the Samarinda Branch of the HMI-WATI KORPS.

3.1. Gender-based leadership in the Samarinda Branch of KORPS HMI-WATI

Leadership is an attitude and trait that is based on values that are legally recognized by the organization as positive values and full of role models. In the process of ongoing organizational or institutional activities, stereotypes stating the dominance of men as leaders are still very strong (Fitriani, 2018: 2). Basically this fact is an irony for women. Moreover, women are the part that often gets one-sided glances. So it is not uncommon to find that women who study leadership are often seen as out of nature.

The gender basis in organizations, especially organizations that carry gender names, provides a consequence for the organizational movements that are built. In general, gender-based leadership in the KORPS HMI-WATI Samarinda Branch provides space for women to process organizational leadership. Based on findings in the field, there are not a few members of organizations who are hindered by stereotypes of gender between men and women, including the influence of duties and functions as a member of a gender-based organization. However, on the other hand, many Kohati members themselves have not been able to fully interpret the meaning of gender, including the procedures for optimizing the roles and functions of gender division. Even though conceptually, gender is interpreted as a meaning that comes from social and cultural construction (Kesuma & Irwan, 2019: 320).

This problem is felt by the women's organization Kohati. As part of society as well as a voice for women, Kohati feels that a safe and free environment for women to deepen their knowledge of leadership is still very limited and requires action. This kind of view can be clearly identified through the results of the XXIV Kohati national meeting which provides an elaboration of the basic pattern of Kohati coaching in the Kohati qualification section. That basically there are four qualifications of Kohati as part of a women's organization. Meanwhile, based on the results of the research, some of the qualifications in question are as follows:

In the systematics implemented in the field, contextually, HMI-Wati who are in the Kohati organization are required to have broad insight into organizational issues including the ability to become a "Uswatun Hasanah" leader. This view is based on that every human being basically has the ability to lead and be led. At this concept level, HMI-Wati has the ability to communicate, public speaking, human relations, including etiquette and manners in human relations. In the chart in question, leadership ability is the value that ranks second among the four existing abilities, namely intellectual ability, leadership ability, managerial ability and independence.

Basically, concepts and issues related to gender and leadership become a necessity within the Kohati organizational environment. This is inseparable from the various problems that lead to gender-based leadership or what is often referred to as women's leadership. The systematics and concepts that have been arranged in such a way are intended so that the implementation and coordination of gender sensitive training forums can be fully oriented towards gender equality and justice.

3.2. The urgency of gender sensitive cadre training

In general, gender-sensitive training is a form of non-formal regeneration forum in the Kohati organization which basically consists of various kinds of forum-based training or trainings. In terms of meaning, non-formal regeneration is a way of cadre of members and cadres through formal forum outlines. In general, forums with a system like this are used to optimize all capabilities and potential of human resources within the Kohati organization to become empowered cadres. Some of the training that is carried out is hard skills and soft skills training in the form of gender equality training to entrepreneurship training and premarital training and so on.

Basically, matters relating to gender sensitive cadre training conducted by the Kohati organization have a guide. The guide is a guide that is deliberated on a national scale so that it is referred to as the result of the Kohati national deliberation. In the process of running the activity, in gender sensitive cadre training there are several main themes of discussion which become the reference material in the implementation of this training.

Figure 2. KORPS-HMI WATI Training in Samarinda Branch.

Acording (DeMatthews, 2018; Reynolds & Cohen, 2016; Smyth, Angus, Down, & McInerney, 2019)the material is related to the philosophy of women, the relevance of gender justice in an Islamic perspective, the history of the women's movement, the history of the struggle of Ummahatul Mu'minin as an example, Kohati as a women's organization, gender analysis as a tool for social transformation and advocacy strategy, Kohati as a women's organization and legal policy.

Table Women's Issues Following are some of the curricula explaining the material used by the Kohati organization in implementing gender sensitive cadre training: Data from interviews with respondents in 2023

No	Material: The relevance of gender justice in an Islamic perspective
1	Time Allocation 2 Hours Objective Provides a basic understanding of sex and gender and their relevance in the Koran and hadith Target All HMI cadres* Subject 1. The basic theory of sex and gender
2.	The flow of feminism (basic understanding)
3.	Al-Quran and hadith related to gender justice
4.	Types of gender injustice (understanding in a structured way, participants are expected to be able to analyze cases of various types of gender injustice that occur in their surroundings.
5.	Women in an Islamic perspective (general discourse on issues of religion and women)
6.	Methodological reconstruction of gender discourse in Islam. Method Lectures, discussions, dialogues Evaluation Objective/subjective tests and case analysis

The table above classifies the discussion and urgency of each sub-topic of discussion in gender sensitive cadre training. In general, the targets given are not only specific to HMI-Wati (women) but are also open as a means of discussion for men. The concept of gender sensitive cadre training like this provides an opportunity to spark discussion. Almost the same curriculum is found in all gender sensitive cadre training materials.

Figure 3: KORPS-HMI Wati Activities, Samarinda Branch

Another urgency of implementing gender-sensitive cadre training is the expected final results after the implementation of this training. In general, this forum does not only discuss gender perspectives through Islamic discussion, but also from a scientific perspective to a western perspective. Then, the method used always begins with the lecture method. In a conceptual sense, this activity has a logical flow that leads to the overall implementation of Kohati's goals which are the acceleration of HMI's goals. The following is the flow of training logic and its urgency.

The chart shows that in all the processes that members go through, there are several reviews which constitute a single implementation concept in gender sensitive cadre training. Understanding related to gender, problematics, and being able to provide solutions using practical and focused ways through leadership values is an urgency that is interrelated with organizational problems, especially in gender-based women's organizations.

One thing that is interesting in the process of instilling these values lies in the process that includes evaluation activities. This awareness is based on the concept of learning in general and intact, that learning is a process of movement experienced by students from those who do not know to know, do not understand to understand, can not become able. Then in the process, there must be a momentum where mistakes or mistakes can be made. This process then becomes a very urgent process in instilling values that are considered correct and capable of accelerating the organization in achieving urgency values in a gender sensitive cadre training activity

3.3. Evaluation of gender sensitive cadre training in KORPS HMI-WATI Samarinda Branch

Gender sensitive cadre training activities in its implementation experienced several challenges and obstacles (Eugenia Dhea Adeline, Suryaningsi Suryaningsi, 2022). In the process, it is not uncommon for obstacles and challenges to come from members or cadres who act as participants in the training forums being conducted. Although besides this, challenges and obstacles are also encountered from things outside the cadres themselves. Meanwhile, based on what has happened in relation to the implementation of gender-sensitive cadre training, it is necessary to carry out monev and evaluation with the aim and objective of increasing the performance and quality of the forum to provide concepts for improvement within the KORPS HMI-WATI women's organization. Evaluation is carried out in a structured and sustainable manner to calculate the level of success compared to before. The form of evaluating the implementation of gender-sensitive cadre training can be identified using internal and external concepts. In internal and external cases the focus points are related to the internal and external members of the organization(Lethole, McIntyre-Mills, Wirawan, & ..., 2022; Zabaniotou, Pritsa, & Kyriakou, 2021).

Internally from the member's point of view, cadres as participants in gender sensitive cadre training activities influence the success of the forums that are conducted. Based on the evaluation conducted, the majority of the participants still did not have understanding and connectivity in the discussion regarding the correlation between gender and organizational leadership. The lack of a sense of participation by cadres in activities often contributes to creating a less participatory learning environment.

Externally from an organizational point of view. Sometimes forums that are built are not maximally and totally able to provide the desired values in a predetermined curriculum. Not infrequently participants and organizers are able to patently understand the meaning and connotations contained in the learning process. In addition, it is still a problem that gender-sensitive cadre training forums are only understood as forums that only discuss women. in fact, such understanding and judgment will only be one of the obstacles to the implementation of a leadership forum through gender material.

The evaluation carried out has also taken into account the condition of the cadres and the environment in which gender sensitive cadre training is carried out. This consideration is also based on how the conditions surrounding the forum are able to influence the optimization of gender sensitive cadre training..

4. CONCLUSION

In general, gender-sensitive training is a form of non-formal regeneration forum in the Kohati organization which basically consists of various kinds of forum-based training or training, one of which is gender sensitive cadre training. In the process of gender-based organizations or women's organizations, forums that discuss leadership are the answer to various problems that exist in the context of women, gender and leadership. Based on the members' point of view, cadres as participants in gender sensitive cadre training activities influence the success of the forums that are conducted. But on the other hand externally from an organizational point of view. sometimes forums that are built are not maximally and totally able to provide the desired values in a predetermined curriculum. So based on the consideration of the values that exist in the field, it is necessary to carry out a thorough evaluation that does not only focus on how the presenter presents the learning concept, how the participants are able to capture the learning properly. But also the adjustment of the forum discussion curriculum so that it is still able to answer various challenges and problems that are present in the organizational process.

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