ASSISTANCE IN THE IMPLEMENTATION OF ORGANIZATIONAL MANAGEMENT IDEOLOGY AS A FORUM FOR AISYIYAH BRANCH MANAGEMENT LEADERSHIP

Nur Busyra[1], D. Made Darmawati[2], Ervin Azhar[3], Muhamad Alimudin[4]

[1,2,3,4] Universitas Muhammadiyah Prof. Dr. Hamka

email : *nurbusyra@gmail.com* [1]
d.m.dharmawati@uhamka.ac.id [2]
ervin.azhar.matematika@uhamka.ac.id [3]
alipulauseribu1107@gmail.com [3]
*Corresponding Author

Abstrak

Kegiatan pengabdian masyarakat ini bertujuan untuk memperkuat pemahaman ideologi Muhammadiyah serta meningkatkan kapasitas manajerial dan komunikasi organisasi pada pengurus Pimpinan Ranting 'Aisyiyah Jatisampurna Bekasi. Langkah ini diambil sebagai respon terhadap lemahnya struktur organisasi dan rendahnya literasi digital di kalangan pengurus baru. Metode yang digunakan adalah pendekatan kolaboratif dan multidisipliner, melalui tiga tahapan: persiapan, pelaksanaan, dan evaluasi. Kegiatan ini meliputi penyegaran ideologi, serta pelatihan manajemen organisasi. Hasil dari kegiatan menunjukkan peningkatan signifikan dalam pemahaman ideologi, struktur organisasi, komunikasi internal, serta kemampuan merancang program kerja di setiap majelis. Evaluasi pre-test dan post-test menunjukkan peningkatan pemahaman hingga 95% pada berbagai indikator. Kebermanfaatan kegiatan ini terletak pada transformasi pengurus Pimpinan Ranting 'Aisyiyah menjadi agen perubahan yang tangguh, religius, dan adaptif terhadap tantangan era digital. Model kegiatan ini dapat direplikasi sebagai strategi pemberdayaan organisasi perempuan berbasis komunitas yang berkelanjutan dan inovatif.

Kata kunci : *Pengabdian Masyarakat, Ideologi Muhammadiyah, Manajemen Organisasi, Kepemimpinan Perempuan.*

Abstract

This community service activity aims to strengthen the understanding of Muhammadiyah ideology and increase the managerial and organizational communication capacity of the management of the Jatisampurna Bekasi Branch. This step was taken in response to the weak organizational structure and low digital literacy among the new management. The method used is a collaborative and multidisciplinary approach, through three stages: preparation, implementation, and evaluation. This activity includes ideological refreshment, and organizational management training. The results of the activity showed a significant improvement in the understanding of ideology, organizational structure, internal communication, and the ability to design work programs in each assembly. Pre-test and post-test evaluations showed an increase in understanding of up to 95% of various indicators. The usefulness of this activity lies in the transformation of Leader of the 'Aisyiyah Branch management into agents of change that are resilient, religious, and adaptive to the challenges of the digital era. This activity model can be replicated as a sustainable and innovative community-based women's organization empowerment strategy.

Keywords: Community Service, Muhammadiyah Ideology, Organizational Management, Women's Leadership.

INTRODUCTION

Women's community-based organizational management is an important foundation in building sustainable social participation, empowerment, and leadership in the community (Muhammada & Lorita, 2025). However, in practice, many women's organizations at the grassroots level still face serious challenges in running the wheels of organization effectively (Musawir, Muslimin, 2025). These challenges are generally related to weak management structures, lack of leadership skills, lack of optimal coordination between members, and limitations in the use of information technology (Maulidina & Pramono, 2024). This condition has an impact on the low achievement of programs, irregularities in the implementation of activities, and a lack of adaptability to the times, especially in the era of fast-paced digitalization (Yupi & Putri, 2023).

Women's organizations such as 'Aisyiyah, which is an autonomous organization of Muhammadiyah, have historically made a great contribution in shaping the strategic role of Indonesian Muslim women in the fields of education, da'wah, social, and economic (Munandar, 2022). As an integral part of Muhammadiyah, but with autonomy in program planning and implementation, 'Aisyiyah has great potential to become a driving force for social change based on progressive Islamic values (Wulandari, 2022). At the branch level, this role is very important because it deals directly with the most basic needs of the community (Tabina et al., 2025). The leadership of the 'Aisyiyah Jatisampurna Bekasi Branch is one example of a community that is in the process of building a strong organizational system that is responsive to the challenges of the times (Radhiyah, 2023).

However, the Branch Leaders of 'Aisyiyah Jatisampurna still face various structural and technical obstacles. Based on the results of the situation identification, it was found that the management of the 'Aisyiyah Branch Leadership did not fully understand and carry out the duties and functions of the organization optimally (Muslim, 2022). Some administrators have not carried out the work programs that have been mutually agreed, and the implementation of activities still experiences obstacles in terms of system readiness and coordination between assemblies. In addition, limited facilities and infrastructure, including low utilization of digital technology, hinder the efficient implementation of work programs (Javier & Raquel, 2023). Many members have communication devices such as mobile phones, but their use is still limited to basic communication functions and has not been utilized to support organizational activities digitally (Kurniawan et al., 2022). Internal coordination problems and low digital literacy are the main factors that weaken organizational effectiveness(Saputra et al., 2024).

In dealing with this situation, an approach is needed that not only focuses on strengthening the organizational structure, but also personal empowerment through activities that have spiritual and social motivation (Dalle, 2025). In contrast to similar service activities that only focus on one aspect such as routine recitation

or organizational training, this service activity presents a multidimensional approach that is sustainable and contextual (Maryati, 2022) (Imtikhanah, 2025). For this reason, the novelty of this service activity lies in the integration of strengthening the ideology of Muhammadiyah-based women's organizations as well as organizational management and communication training that is adaptive to technology.

The program not only strengthens women's role in the spiritual realm, but also prepares them as technologically literate change agents, resilient in leadership, and active in community building. Therefore, this community service activity aims to strengthen the understanding of Muhammadiyah ideology and increase the managerial capacity and organizational communication in the management of the Branch Executive of 'Aisyiyah Jatisampurna Bekasi.

METHOD

The method of implementation in community service is by using a collaborative, multidisciplinary model, and conducting workshops, namely, the development of organizational management materials (Udiyasa, 2023). The collaboration involved the community conservation team from UHAMKA and the Branch Leader of 'Aisyiyah Jatisampurna Bekasi. The subjects assisted in this service activity amounted to 15 people, the average age was approximately 50 years old, Aisyiyah played an important role in women's empowerment in various aspects, including education, social, economic, and health. Community service activities are carried out in 3 stages, including: preparation stage, implementation stage, evaluation and reporting stage.

Preparation Stages

In the preparation stage, material preparation, interview instruments, pre-test and post-test instruments. It began with a discussion and interview method with the Branch Leader of 'Aisyiyah Jatisamprna Bekasi to explore information and partner problems. Other preparations are the preparation of activity agendas with the agreement of partners per the 'Aisyiyah Jatisampurna Branch Leadership Assembly.

Implementation Stage

The stages of implementation in this community service activity are designed systematically and oriented towards the active participation of partners, in this case the management of the 'Aisyiyah Branch Leadership of Jatisampurna Bekasi. Activities are carried out in three main stages, namely: preparation, implementation, and evaluation. The implementation stage is the core of the series of activities, where the entire agenda is held directly and interactively. At the beginning of the implementation, pre-test activities were carried out to measure the initial level of understanding of the participants' understanding of Muhammadiyah ideology material and organizational management. This pre-test uses instruments that have

been prepared based on learning outcome indicators, such as understanding the organizational structure, the function of each assembly, and basic principles of leadership. After the results of the pre-test are obtained, the service team maps the needs of participants to adjust the approach to delivering material more effectively.

Furthermore, the main activities in the form of training and mentoring are carried out face-to-face with a participatory method. The material was delivered by the lecturers of FKIP University of Muhammadiyah Prof. Dr. Hamka who acted as facilitators. The training consisted of several sessions, including refreshing the ideology of Muhammadiyah, understanding the organizational structure of 'Aisyiyah, training in effective communication in the organization, and preparing an annual work program based on the vision and mission of each assembly. Each session is complemented by group discussions, case studies, and simulations, to ensure that participants not only passively receive the material, but are also able to apply it directly.

At the end of the implementation, a reflection and monitoring session was carried out through an open discussion between participants and facilitators. In this session, participants conveyed their experiences, obstacles faced, and follow-up plans after the activity. This stage aims to instill sustainable responsibility in the management in carrying out their respective roles. The implementation of activities as a whole is facilitated by PRA partners, starting from the provision of places, equipment, consumption, to participant coordination, which shows the active involvement of partners in the entire process of implementing service.

Evaluation Stage

At the evaluation stage, at the end of the training, a test was held with a post-test which is a final evaluation activity to test the participants' ability to the organizational management material that has been implemented through debriefing with partners, with the aim of finding out the achievement of the results of the participants' activities, as well as understanding the average score of the participants in accordance with the predetermined targets, to be able to know directly the achievements that have been implemented.

In this activity, a semi-structured interview method was used as part of the evaluation stage to obtain in-depth qualitative data from the target partner, namely the management of PRA Jatisampurna Bekasi. Semi-structured interviews are a data collection technique that combines open-ended questions with pre-prepared topic guides, while still providing flexibility for respondents to explore their answers freely. This approach allows researchers to explore participants' experiences, perceptions, and views on the implementation and impact of service programs. In this context, the interviews were conducted directly by the service team to several daily administrators from each assembly, focusing on the extent to which this activity provided personal and institutional benefits.

The main function of the semi-structured interview is to complement the quantitative data obtained through pre-test and post-test instruments, so that the evaluation results become more comprehensive and contextual. Through these interviews, the team can understand aspects that cannot be reached by numbers alone, such as changes in attitudes, confidence, communication skills, and motivation of members in carrying out organizational functions. In addition, these interviews serve as a means of mutual reflection that encourages partners to express continued needs, constructive criticism, and expectations for the program's future sustainability. Thus, semi-structured interviews not only serve as an evaluation tool, but also become a two-way communication medium between implementers and beneficiaries of community service.

RESULTS AND DISCUSSION

The results of community service of the 'Aisyiyah jatisampurna Bekasi management group with activities to strengthen institutional capacity as an effort to build an organization, partnership system, and the process of building organizational management of the management of the 'Aisyiyah Branch Leadership. With the strengthening of institutions, it is hoped that it can mobilize the parties involved in the management of the 'Aisyiyah Branch Leadership organization. The leadership of Ranting 'Aisyiyah has three assemblies in management, each assembly has responsibilities and authorities so that the organizational system can run smoothly and optimally. The following are the stages of the implementation process;

Planning stage

In the planning stage, the implementation is carried out by a team of UHAMKA lecturers, can prepare the screening materials to be presented, contact the head of PRA partners, prepare tools and materials to be presented, LCD, screen, and consumption, as well as prepare participants and condition the place of activity.

Implementation Stage

The activity began with the implementation of a pre-test to measure the participants' initial understanding of the concept of Muhammadiyah ideology and the organizational structure of 'Aisyiyah. The training materials include ideological refreshment, basic organizational understanding, communication training in the organization, and techniques for preparing work programs based on vision and mission. The delivery of material was carried out interactively by resource persons from UHAMKA lecturers, who not only provided theoretical exposure, but also presented case studies and simulations of organizational problem solving.

During the implementation of the activity, participants showed increased enthusiasm and active participation. The discussions are dynamic and reflective, where participants can relate the training material to their experience in running the organization on a daily basis. In addition, participants were trained to prepare

a detailed annual work plan for each assembly: (1) the Tabligh Council, (2) the Early, Primary, and Secondary Education Council, and (3) the Economic and Employment Council. The process of preparing the work program is carried out in groups with assistance from a team of lecturers to ensure the compatibility between the organization's goals and the needs of the community. The service activity is described in Figure 1.

Figure 1. Implementation of Aisyiyah Muhammadiyah Ideological Assistance

After the presentation of the material by the resource persons depicted in Figure 1, the activity continued with a deepening session and direct practice by the participants. In this session, the management of the 'Aisyiyah Jatisampurna Bekasi Branch Leadership was divided into groups based on each existing assembly, namely the Tabligh Council, the Early Childhood, Primary and Secondary Education Council, and the Economic and Manpower Council. Each group is accompanied by members of the service team from UHAMKA to design the vision, mission, and work program in accordance with the main tasks and functions of each assembly.

The discussion was active, participants asked questions, gave proposals, and evaluated previous activity plans to then develop a more applicable and directed program. In addition, a simulation of solving organizational problems was carried out based on real case studies that had been faced by the Leaders of the 'Aisyiyah Branch. This method encourages participants to think critically and work collaboratively. The training also covers effective communication techniques in organizations, how to make meeting minutes, and strategies to build synergy between assemblies. The activity took place in a conducive and participatory atmosphere, with high enthusiasm from the participants. Not only gaining theoretical understanding, participants also gain practical skills that can be directly applied in running the organization in a more professional and directed manner.

Evaluation Stage

After the enlightenment of the ideology of Aisyiyah is carried out as an understanding in the preparation of the annual work program of the Branch Leadership of 'Aisyiyah Jatisampuran Bekasi, and organizational management training activities and organizational communication can be carried out, the next stage is an evaluation of joint activities between the community service team and the target partners of the Branch 'Aisyiyah Leadership A perfect match. The evaluation was carried out by the community service team of FKIP uhamka lecturers, with the target partner PRA jatisampurna Bekasi attended by daily management. The effectiveness of the material presented, and the achievement of the predetermined targets and activity indicators that have been implemented are tested through a pree-test at the beginning before learning begins, along with the results of pree-test and post-test scores. The achievement of indicators of community service activities is explained in Table 1.

Table 1. Achievement of Success Indicators

Indicator	Pre-test	Post-test
Understanding of the ideology of Aisyiyah and Muhammadiyah	The establishment of the new management has not understood the ideology of Aisyiyah & Muhammadiyah as a mass organization of basic values in running the organization of the Branch Leadership of 'Aisyiyah Jatisampurna before the activity was carried out by the service team to conduct a test test first, the pree-test results obtained were 20% understood, 35% hesitant, and 45% did not understand)	The newly established management has not understood the ideology of Muhammadiyah & Aisyiyah as a mass organization of the basic values of the organization of the Branch Leadership of 'Aisyiyah. At the end of the implementation of the activity, a post-test was carried out as a feasibility test for the management, the results showed an average score of 95% understanding, and the remaining 5% were still hesitant.
Understanding of the main tasks of each assembly, and its functions in the organizational structure	As a new administrator in the assembly, from the pree-test results, 10% do not understand. 20% are hesitant, and 70% do not understand at all the main tasks and functions of each assembly they manage.	The newly established management has not understood the ideology of Muhammadiyah & Aisyiyah as a mass organization of the basic values of the organization of the Branch Leadership of 'Aisyiyah. At the end of the implementation of the activity, a post-test was carried out as a feasibility test for the management, the results showed 100% very satisfactory

Indicator	Pre-test	Post-test
Understanding of problem solving, and communication in the organization, as well as the achievement of goals that have been set through the preparation of annual work programs	The new management has not adapted to the organization in identifying problems and making work programs in accordance with their main tasks and functions, the results of the pre-test were obtained at the beginning of the activity, the results were obtained that 10% understood, 20% hesitated, and 70% did not understand	The new management has learned how to identify problems and make work programs according to their main tasks and functions according to each assembly. The results obtained have been 100% understood
In an organization, effective communication is needed, being able to understand each character's character in the organization	The new management has not adapted between each assembly in the 'Aisyiyah organization, has not understood the importance of communication in the organization, the results of the pre-test were obtained by 20% understood, 30% hesitated, and 50% did not understand	The new management of three assemblies, namely (1) the Tabligh Council, (2). Early Childhood Education Council. Basic, and Intermediate. (3) Economic and Employment Council. have understood the importance of communication within the organization, 95% of post-test results understand, and 5% are still hesitant.

The results of the evaluation of the implementation of community service activities show that they are very enthusiastic in carrying out activities with the partners of the 'Aisyiyah Jatisampurna Branch Leadership, and the community service team can run according to the plan, where the target partner can facilitate the place, the community service team can be able to prepare sources and materials, resource persons, and consumption. Evaluation of the effectiveness of the material and the achievement of the indicators showed results that were very satisfactory to the partners, where the achievement of the indicators of material understanding can be understood by the partners, language understanding can adjust to the needs of the partners.

In addition to quantitative measurements through post-tests, the service team also conducted semi-structured interviews with the daily management of the 'Aisyiyah Jatisampurna Bekasi Branch Leadership to dig deeper into their perception of the usefulness of the activity. This interview aims to obtain qualitative information about the impact of the program on individual and institutional capacity building. The results of the interviews showed that the administrators felt more confident in carrying out their duties, understood the organizational structure, and

were able to communicate and develop work programs more systematically. One of the administrators, said:

> "In the past, we were hesitant to develop a work program, afraid of making mistakes. Now that this training has been completed, we have a better understanding of the duties of each assembly and how to plan their activities appropriately."

In addition to personal capacity building, the interviews also reveal the collective impact on the spirit of togetherness and professionalism in running the organization. The participants felt that this activity not only provided new knowledge, but also strengthened relationships between members and built a more structured work culture. An administrator from the Economic Assembly stated:

> "This training opened our eyes that organizing is not only about being active in activities, but also about planning, coordinating, and understanding the ideology that underlies all our movements."

These findings show that the usefulness of activities is not only felt in the cognitive aspect, but also touches on affective and social aspects that strengthen the sustainability of the organization in the future. Overall, this service activity has a significant positive impact on the institutional capacity of the Branch Leadership of 'Aisyiyah Jatisampurna. There has been a transformation in the perspective and leadership practices of management, which is now more directed, organized, and has a clearer vision for the future. The active involvement of the administrators during the entire series of activities is an indicator of success as well as a positive signal for the sustainability of the organization.

The success of increasing the understanding of Muhammadiyah ideology among the management of PRA Jatisampurna reflects the importance of internalizing values in building the collective consciousness of the organization. This is in accordance with social identity theory, which states that a person will contribute more actively when he feels that he is part of a group that has the same values and goals (Tajfel, 2004). The understanding of ideology in Islamic organizations has a great influence on the loyalty and activeness of members in the success of organizational programs (Yakin, 2021). In this context, the increase in post-test results of up to 95% shows that instilling basic values through an educational approach is able to create a strong ideological basis for the sustainability of community-based women's organizations such as Branch Leadership of 'Aisyiyah.

On the other hand, the increase in managerial capacity through the training carried out also illustrates the application of the principles of learning organization theory (Chun-la, 2015). In this theory, organizations that are able to learn

collectively will be more adaptive to external and internal challenges. With organizational management training, the administrators of the 'Aisyiyah Branch Leadership not only understand the organizational structure, but are also able to formulate concrete and measurable work programs according to the main tasks of each assembly (Soepratikno, 2023). Good organizational communication and collaborative leadership are key to the success of women's organizations in building resilient and inclusive structures (Saefullah, 2024).

The training model used in this activity adopts the principles of multi-stakeholder collaboration, synergy between universities, communities, and partner organizations (Rachmawati, 2023). Vina, (2023) stated that a collaborative model like this is able to increase the effectiveness of the program because each party brings complementary roles and resources. In this case, the involvement of lecturers and students from FKIP UHAMKA provides a strong academic and pedagogical dimension in strengthening the organizational management of the Branch 'Aisyiyah Leadership. Meanwhile, the active participation of partners provides contextual nuances and real needs in the field that make the training materials relevant and applicable.

Furthermore, the success of the 'Aisyiyah Branch Leadership organizational strengthening program can also be explained by the empowerment theory presented (Baidya, 2023). Individual empowerment in organizations includes cognitive, emotional, and behavioral dimensions (Wu, 2021). Post-training evaluation shows that participants not only understand theoretically their roles and functions, but also begin to build confidence in conveying ideas, developing work programs, and solving internal organizational problems independently (Farida, 2023). Sung, (2024) supports that the spiritual, intellectual, and social dimensions must be balanced in value-based organizations. With this approach, the Branch Leadership of 'Aisyiyah Jatisampurna now has a stronger foundation as a women's organization that is adaptive, structured, and relevant to today's social dynamics.

CONCLUSIONS AND SUGGESTIONS

Community service activities carried out at the 'Aisyiyah Jatisampurna Bekasi Branch Leadership have succeeded in significantly increasing the ideological and managerial capacity of the new administrators. Through an integrated approach that includes refreshing Muhammadiyah values, organizational management training, and the development of digital-based religious programs, the participants showed a more mature understanding of the organization's functions, leadership structure, and work program implementation strategies. The success of this activity is reflected in the results of the pre-test and post-test evaluations which show an increase in understanding of up to 95%, proving the effectiveness of the methods applied and the high enthusiasm and commitment of the participants.

To maintain the continuity and long-term impact of this program, it is recommended that the management of the 'Aisyiyah Jatisampurna Bekasi Branch Leadership continue to continue training periodically, especially in the field of digital literacy and strengthening the role of community-based leadership. In addition, it is important to establish an internal monitoring and evaluation system so that the work program that has been designed can be implemented consistently and adaptive to social change. Continued collaboration with universities and professional institutions also needs to be maintained to expand insights and improve the quality of women's organizational management in the era of digital transformation.

ACKNOWLEGDMENT

REFERENCES

Ambo, Dalle T. (2024). Dimensi-Dimensi dalam Beragama: Spiritual, Intelektual, Emosi, Etika, dan Sosial. *Ikhlas : Jurnal Ilmiah Pendidikan Islam,* 2(1), 151–165. https://doi.org/10.61132/ikhlas.v2i1.302

Baidya, B. (2024). Women Empowerment: Theory and Practice. International *Journal of Science and Research (IJSR).* 13(1), 1727-1729. https://doi.org/10.21275/sr24128161111

Chun-la, L. (2015). A Review of Foreign Learning Organization Theory. *Journal of Shaanxi Academy of Governance.*

Farida, K., Purnomo, D., Subagiyo, Effendi, N.H., & Abas, S. (2023). Pelatihan Organisasi dan Kepemimpinan Pada Pemuda-Pemudi Masjid di Kecamatan Jatiasih, Bekasi. *PUBLICA: Jurnal Pengabdian Kepada Masyarakat.* 1(3), 107-111. https://doi.org/10.58738/publica.v1i3.26

Imtikhanah, S., Astari, A., & Salsabila, H. (2024). Tertib Administrasi Organisasi Melalui Pelatihan Administrasi Keuangan Bagi Pimpinan Cabang Aisyiyah Pekalongan. *Dimas Canthing : Jurnal Pengabdian Masyarakat.* 1(2), 42-45. https://doi.org/10.48144/jpm.v1i2.1880

Javier, F., & Raquel, L. (2023). Companies , Entrepreneurs , and Public Entities To Attract Long-Stay Tourists : a Review. *International Entrepreneurship and Management Journal (2023) 19:691–708*, *18*, 691–708.

Ketut, Udiyasa. & Madubun, J. (2023). Kolaborasi Triple Helix dalam Program

Inovasi Desa: Mendorong Ekonomi Berbasis Pengetahuan di Desa Poka, Kota Ambon. Populis: Jurnal Ilmu Sosial Dan Ilmu Politik, 18(1), 32-49. https://doi.org/10.30598/populis.18.1.32-49

Kurniawan, M. F., et al. (2022). Peningkatan Kapasitas Unit Usaha BUMDes Melalui Produksi Sabun Cair Lidah Buaya dan Pemasaran Pasar Klithikan. *Aksiologiya: Jurnal Pengabdian Kepada Masyarakat* . *6*(3), 466–474. https://doi.org/10.30651/aks.v6i3.14058

La Ode, Abdul Musawir, & Kasman Muslimin, I. (2025). Peranan Komunikasi Dalam Meningkatkan Kemajuan Organisasi. *Jurnal Ilmu Komunikasi Dan Sosial Politik,* 2(3), 767–771. Retrieved from https://jurnal.ittc.web.id/index.php/jiksp/article/view/2281

Maryati, T., Rimiyati, H., & Sari, F. P. (2022). Pemberdayaan Ekonomi Anggota Ranting Aisyiyah melalui Gerakan Lumbung Hidup Aisyiyah. *Warta LPM,* 25(3), 324–333. https://doi.org/10.23917/warta.v25i3.1028

Muhammada, R. G. Y. K., & Lorita, S. S. (2025). Implementasi Strategi Komunikasi Pimpinan Dalam Meningkatkan Kinerja Pegawai. 6(1), 1–12. http://dx.doi.org/10.55122/kom57.v6i1.1774

Munandar, A. (2022). Metode Guru dalam Membina Akhlak Siswa di Madrasah Aliyah. *Journal of Educational Research*, *1*(1), 1–22. https://doi.org/10.56436/jer.v1i1.2

Muslim, M. (2022). Perkembangan Pendidikan Islam di Indonesia Berkaca pada Revitalisasi Pendidikan di Negara-Negara Asia Tenggara. *JIIP - Jurnal Ilmiah Ilmu Pendidikan*, *5*(10), 4544–4553. https://doi.org/10.54371/jiip.v5i10.1060

Nia, N., Leksono, S. M., & Nestiadi, A. (2022). Pengembangan E-Modul Pelestarian Lingkungan Berbasis Problem Based Learning (PBL) Untuk Meningkatkan Kemampuan Berpikir Kritis Siswa SMP. *PENDIPA Journal of Science Education*, *6*(2), 415–421. https://doi.org/10.33369/pendipa.6.2.415-421

Nisa, R., & Supriadi, I. (2025). Participatory Journal Management Workshop: a Holistic Approach to Improving Editor Competence for National Accreditation. *Taawun*, 5(01), 81-94. https://doi.org/10.37850/taawun.v5i01.911

Nurbaiti Maulidina, & Pramono, P. (2024). Inovasi Digital Membentuk Ekosistem Ekonomi 5.0 Melalui E-Business. *Jurnal Kajian Dan Penalaran Ilmu Manajemen*, *2*(2), 37–45. https://doi.org/10.59031/jkpim.v2i2.399

Radhiyah, I. (2023). Peran Guru dalam Membentuk Karakter Siswa Melalui Pendidikan Agama Islam di SMAN 01 Kecamatan Kapur IX, Kabupaten Lima Puluh Kota. *ALFIHRIS : Jurnal Inspirasi Pendidikan,* 1(1), 14–22. https://doi.org/10.59246/alfihris.v1i1.100

Rachmawati, R., & Maulani , T. S. (2023). Pelatihan Manajemen Organisasi Dan Service Excellence Dalam Meningkatkan Kinerja Pegawai Kesekretariatan

GAPENSI Se-Jawa Barat . *BERNAS: Jurnal Pengabdian Kepada Masyarakat,* 4(1), 705–712. https://doi.org/10.31949/jb.v4i1.3617

Rifky, S., Putra, J. M., Ahmad, A. T., Widayanthi, D. G. C., Abdullah, G., Sunardi, S., & Syathroh, I. L. (2024). *Pendidikan Yang Menginspirasi: Mengasah Potensi Individu.* Yayasan Literasi Sains Indonesia.

Saefullah, A., & Kartini, E. (2024). Optimisasi Potensi Remaja melalui Pelatihan Manajemen Organisasi Kepemudaan di Pondok Pesantren Nurul Hidayah Lebak Banten. *Jurnal PKM Manajemen Bisnis.* 4(1), 8-15. https://doi.org/10.37481/pkmb.v4i1.670

Soepratikno, S. S., & Irawan, S. A. (2023). Pelatihan Manajemen Organisasi Sebagai Upaya Pencegahan Terjadinya Konflik Organisasi di Kota Metro Provinsi Lampung. *Eastasouth Journal of Positive Community Services*, 2(01), 23–37. https://doi.org/10.58812/ejpcs.v2i01.144

Sung, Vioary A., Daga, R., & Samad, A. (2024). Pengaruh Gaya Kepemimpinan, Pelatihan dan Budaya Organisasi Terhadap Kinerja Personil Dimediasi Oleh Disiplin Kerja Pada Unit PKP-PK Bandar Udara Internasional Sultan Hasanuddin Maros. *Jurnal Sains Manajemen Nitro*, 3(1), 1–10. https://doi.org/10.56858/jsmn.v3i1.255

Saputra, A., Girsang, T., Pelatihan, P., & Pembelajaran, M. (2024). Pendampingan Membuat Media Pembelajaran Digital Dengan Memanfaatkan Artificial Intelligence Pendahuluan Kemajuan teknologi dalam era Revolusi Industri 4 . 0. *Taawun,* 4(02), 413-425, http://dx.doi.org/10.37850/taawun.v4i02.690

Tabina, S., Bahri, A. J., & Mentari, A. (2025). Gema Keadilan: Peran Strategis Organisasi Kepemudaan dalam Pembinaan Genereasi Muda di Bandarlampung. *Jurnal Multidisiplin Ilmu Akademik, 2*(3), 565–575. https://doi.org/10.61722/jmia.v2i3.5003

Tajfel, H., & Turner, J.C. (2004). *The Social Identity Theory of Intergroup Behavior*. Psychology Press

Vina, Islami Rani R., & Syahrir, S. (2023). Pelatihan Manajemen Organisasi Untuk Mengoptimalkan Kinerja Pada Pengurus Yayasan Pendidikan Islam Arrohmah Kota Bogor. *Jurnal Aruna Mengabdi,* 1(1), 25–30. https://doi.org/10.61398/armi.v1i1.5

Wu, S., Wang, W., & Hsieh, Y. (2021). Exploring knowledge sharing behavior in healthcare organizations: an integrated perspective of the empowerment theory and self-determination theory. *Kybernetes,* 51, 2529-2553. https://doi.org/10.1108/K-01-2021-0028

Yakin, A., Fawaid, H.H., Rafiq, A.A., Billah, F.T., Muzakki, A.A., Supandi, R.A., Iksan, M., Hafifi, M., & Hadi, M.S. (2021). PKM Revitalisasi Islam Wasatiyah: Moderasi Pemikiran Kader PMII Komisariat Universitas Nurul Jadid. *GUYUB: Journal of Community Engagement.* 2(1), 55-71.

https://doi.org/10.33650/guyub.v2i1.1995

Yupi, Y., & Heryadi Putri, A. (2023). Analisis Konten Strategi Komunikasi Pemasaran Pada Aplikasi Tiktok. *Komversal: Jurnal Komunikasi Universal*, *5*(1), 70–92. https://doi.org/10.38204/komversal.v5i1.1214

Zulhazmi, A. Z., Azizah Nurkhasanah, Ramadhan Ekagandhi Destariyadi, & Arif Wiyono. (2022). Pelatihan Produksi Podcast bagi Siswa Madrasah. *Transformatif : Jurnal Pengabdian Masyarakat*, *3*(1), 79–94. https://doi.org/10.22515/tranformatif.v3i1.5210