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ANALYSIS OF ORGANIZATIONAL GROUP BEHAVIOR IN COMMUNITY ORGANIZATION AND EMPOWERMENT OF FAMILY WELFARE (PKK)

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Abstract.

Organizational behavior and family welfare empowerment are aimed at strengthening community economic empowerment in overcoming the economy. This is done through the implementation of work programs owned by youth organizations and family welfare empowerment organizations. This research method was carried out qualitatively based on the articles that the researchers got and field visits to the regions.

PRELIMINARY

Behavior is usually synonymous with how an individual or a person acts or reacts. While the organization is a unit or group of individuals where two or more people in achieving a goal. So organizational behavior can be defined as a form of expression or action taken by someone in an organization or community. Or in other words, organizational behavior is how people behave in organizations. Organizational behavior is also oriented to the performance of each individual, and the purpose of the organization itself is to increase productivity, and how this organizational behavior can achieve organizational goals. In an organization or group, of course, positive organizational behavior is needed from each individual or member of the organization, because good organizational behavior from each individual or member, will make it easier for the organization to achieve the desired goals. On the other hand, if the behavior is bad, it will make it more difficult for the organization to achieve its goals. As we know, that in today's era organizational behavior is a discipline that is developing to be very unique and interesting. Quoting a statement from Peter Drucker and his friends, he stated that organizational behavior has become a very influential thing today for every organization, be it business organizations, government organizations, sports organizations, community organizations such as youth organizations and the PKK community, and other organizations. . The development of the youth is faced with social problems from time to time. Apart from the influence of regional urbanization and regional globalization, the role of youth has declined amid changing times and technology. To overcome this, it is necessary to provide guidance to today's youth and start from the village or sub-district level. This can be done by forming one of the community organizations, namely youth organizations where youth organizations are facilities for youth organizations and youth creativity arenas that need to be supported towards family welfare. In addition to youth organizations, at the village level, there is usually a PKK organization, where the PKK organization aims to encourage or promote women so that they can play multiple roles in the family, such as helping husbands earn a living, managing families, and others. However, over time, many women are not aware of this, so that in the current era this women's empowerment program is directed to develop and raise the various

potentials that exist in women which enable them to take advantage of the same rights and opportunities to develop resources so that they do not depend only on men. Therefore, in the discussion of this study, the material on Analysis of Organizational/Group Behavior in the "Karang Taruna and PKK" Community Organizations will be discussed. The formulation of the problem in this study is 1. What programs are carried out by PKK and Karang Taruna in empowering the community? 2. What are the supporting factors and obstacles faced by PKK and Karang Taruna to empower community skills? 3. What role do PKK and Karang Taruna play in organizational behavior? Community Organizations that exist in people's lives are very diverse. Such as Community Cooperatives, Family Welfare Empowerment (PKK), Neighborhood Associations (RT), Community Associations (RW), Non-Governmental Organizations (NGOs), Youth Organizations, Farmer Groups, and others. Of course, every community or organization has its behavior and role. Based on this, the authors provide a problem definition by analyzing 2 Organizational Groups Yatu Karang Taruna and PKK as a comparison of the behavior of the Organizational Community in the community.

1. Knowing the PKK and Karang Taruna programs in empowering the community

2. Knowing the supporting factors and obstacles faced by PKK and Karang Taruna in empowering community skills

3. Knowing the role played by PKK and Karang Taruna

Literature review According to Robbins (2003) behavior is a function of the interaction between individuals and their environment. While the group is two or more individuals who interact and depend on each other, join to achieve certain goals. And group behavior is an observable activity of two or more humans or individuals who interact and gather to achieve certain goals. (Khoiriyah, 2016). According to Muslam et al., (2016), Karang Taruna is a forum for fostering and developing young people who are active in national development and in the field of social welfare, where Karang Taruna as a forum for the creativity of the younger generation has a very important role for the growth and development of activities that are done. Karang Taruna as a youth organization is guided by the Basic Guidelines and Household Guidelines which have also regulated the management structure and term of office in each region starting from the Village/Kelurahan to the National level. (PERMENSOS, 2005: 5). The definition of Family Empowerment and Welfare (PKK) is an effort to increase the ability of women to develop their capacities and skills to gain access and control over, among other things: decision-making positions, resources, and supporting structures or pathways. (Aritonang, in Ihromi, et al, 2000:142-143). Based on the Decree of the Minister of Home Affairs and Regional Autonomy Number 53 of 2000 concerning the Movement for Empowerment and Family Welfare, the PKK has 10 work programs that reflect the basic needs of Indonesian people, namely: 1) appreciation and practice of Pancasila, 2) cooperation, 3) food, 4) clothing, 5) housing and household management, 6) education and skills, 7) health, 8) development of cooperative life, 9) environmental sustainability, 10) healthy planning. This PKK organization has been recognized by the community, even in 2007 it received awards from several international institutions (WHO, Unicef, Unesco, and so on) because through its 10 main programs PKK has been able to involve women (and men) to create a prosperous family. , advanced and independent (History of the PKK, 2007).

Discussion

Karang Taruna is a youth organization in the community. Karang Taruna has a goal as a forum for the development of the younger generation, who can display nature and character through creativity, taste, and work in the social and community fields. This Karang Taruna organization grows based on awareness and a sense of social responsibility from, by, and for the community, especially the younger generation who are in the Village / Urban Village area who are called social and community. As a youth social organization, Karang Taruna has Organizational Community Behavior that is oriented towards fostering and developing as well as empowering youth in the Village / Sub-district area who are productive and active in every activity related to the social and community. As a youth organization, Karang Taruna is guided by the Basic Guidelines and Household Guidelines in which the management structure and term of office in each region have been regulated, starting from the Village / Kelurahan to the National level (PERMENSOS, 2005:5). Karang Taruna seeks to utilize all the potential available in the environment, both in terms of human resources and natural resources that already exist. The programs that exist in the Karang Taruna community organization are very diverse and varied. For example, there are at least 3 programs carried out by Karang Taruna Sindangheula, namely in the field of social welfare services which include: Social welfare efforts for garbage shelters, Car Free Day (sports and gymnastics together), compensation for orphans, and community service or mutual assistance in cleaning the village. . The second is in the field of productive and creative economic development which includes: Developing agriculture and plantations, animal husbandry, and utilizing catfish and tilapia cultivation. The third program in the field of sports and arts development includes: holding soccer, volleyball, badminton, leisure walks, and others. In addition, other programs become an annual routine, namely the celebration of national holidays and Islamic holidays. Karang Taruna has a very good role in empowering youth, fostering a sense of youth social responsibility, and assisting the government in dealing with alleviating people with social welfare problems which are also the main goals of Karang Taruna. The supporting factors for the sustainability and success of Karang Taruna are the local government, supporting human resources, and the enthusiasm of the youth in the village area. However, several obstacles occur in the implementation of the Youth Organization, namely the pros and cons of every Youth Organization activity, inadequate facilities, and some members of the Youth Organization who are still constrained by work so that they are not optimal in running the Youth Organization.

Based on PERMENDAGRI NUMBER 1 the YEAR 2013 through the Movement for Empowerment and Family Welfare Chapter I Article 1 Paragraph 10 which reads: "The PKK Mobilizing Team, hereinafter abbreviated as TP PKK, are facilitators, planners, implementers, controllers and movers at each level of government for the implementation of the program. PKK which is a partner of the government, and other community organizations/social institutions" and PERMENDAGRI NUMBER 36 OF 2020 concerning the PKK Movement (Empowerment and Family Welfare) that the minister organizes the PKK Movement Nationally. Based on the ministerial regulation above, it can be concluded that the PKK is a partner of the government whose role is to empower the community. The role of the PKK in the food sector is how to strive for family food security through variety which is the target of achieving quality of life and growing public awareness to consume nutritious food (Yanzi, n.d.). The role of the PKK in the health sector is so that families can create families who are

aware of the importance of health and a clean environment (Kadma, 2017). the role of the PKK organization at the national level. The government implements women's empowerment, the results of which can be seen from the increase in the role and position of women in the field of life, especially in the economic field. The role of the national PKK organization in every activity that has been held, such as holding a national level competition. In an organization there will be inhibiting factors and supporting factors, Inhibiting Factors in the PKK to improve the skills of citizens by way of busyness from the community itself, marketing from the results of activities that have not been maximized, and limited funds experienced by the community to develop what has been taught by the PKK. . And for the supporting factors in the PKK to improve the skills of citizens in civic education which is carried out outside of school. The program contained in the PKK which is the Main Program includes 10 programs which include: appreciation and observation of Pancasila, cooperation, Pancasila, education and skills, healthy planning, environmental sustainability, health, clothing, housing and household management, and finally life development. cooperative.

Theoretical and Practical Implications Theoretically, it shows that the impact of youth's sense of responsibility today is caused by the increasingly advanced era, the higher the individualistic level, so that it causes the youth to have 2 social responsibility dilemma characters, namely self-made person and a good neighbor. These two characters make the younger generation think that helping others will only waste time and energy which can make life even bleaker. The results of this study can practically be used as consideration for the District, Village Heads, RT, and RW Management in providing motivation and funds so that youth organizations can run effectively and sustainably. Theoretically, the impact of this PKK activity is that members find it quite time-consuming, but they generally feel happy because they can contribute to their families and surrounding communities. Practically based on the research that has been done, PKK members should be given soft skills and hard skills training to improve skills so that the fulfillment of the components of citizen skills in the realm of citizenship education can be carried out properly.

CLOSING

Conclusion Based on the analysis of the discussion described above, which is then supported by several existing journal references, related to "Analysis of Group Behavior in Youth Organizations and Family Empowerment and Welfare (PKK)" it can be concluded that: 1. Group behavior in the Youth Organization Organization, which is oriented towards fostering and developing as well as empowering youth in the Village/Kelurahan area who are productive and active in every activity related to the social and community. 2. Group Behavior in Family Welfare and Empowerment Organizations (PKK), namely as a forum and also a means for empowering women and their members. The majority of PKK members here are women. So that the PKK can become an organization for the empowerment and welfare of women and men. From the two organizations, it can be concluded that the Youth Organization and Family Welfare and Empowerment (PKK) have their respective behaviors and roles in the organization, where Karang Taruna and PKK are both organizations that cover the community but with different scopes of human resources. , with Karang Taruna which is a group of young men and women who are active and also productive in youth development and development

activities in the community, while PKK which is a group of organizations that are predominantly women as empowerment and family welfare which has a role in trying to achieve gender equality and justice in family life, society, as well as nation and state. Suggestion Based on the analysis above, the author provides suggestions so that the Organizational Community continues to develop well: 1. Build effective communication for each member to minimize misunderstandings between members 2. The division of tasks by the capabilities of each member, of course with the principle of justice 3. Uphold the sense of kinship and togetherness in the organization to create a comfortable and safe atmosphere

Advanced Studies/Research For further studies or research on Analysis of Organizational Group Behavior in Youth Organizations and Family Welfare Empowerment, this should also be done with the participant observation method, in which researchers not only use data collection or give questionnaires and observe in the organization, but also researchers must join the organization. That way, researchers or writers can find out directly about the behavior that exists in the organization.

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