

## Chapter Four

### Findings and Discussion

This chapter presents the findings of this study based on the collected data from four participants that have been interviewed. It discusses the benefits from joining organization to improve students' soft skills. Specifically, it reveals the students' perception on soft skill improvement after joining organization at Universitas Muhammadiyah Yogyakarta (UMY).

After doing the interview, there are twelve soft skills that have been perceived. The soft skills are critical thinking, discipline, teamwork, problem solving, responsibility, respectful, time management, communication skill, confidence, leadership, personal and social skill. The discussion presents the collected data from participants and is followed by supporting statements from experts.

**Critical thinking.** The first soft skill improvement deals with critical thinking. Critical thinking is the improved skill that all the participants mentioned after joining organization. Based on the interview, the participants believed that joining organization could enhance their critical thinking skill.

The first participant said that “by joining organization I can improve problem solving skill and critical thinking” (P1.6). Another participant also mentioned the same idea like the first participant, “I have to have critical thinking skill to analyze problem and solve it correctly” (P2.8). From the statement of second participant, when he joined organization, it can be inferred that he can train his critical thinking by analyzing the problem and trying to solve it. In addition, the third participant also mentioned that joining organization can enhance their critical thinking skill; “joining organization can also improve my critical thinking skill” (P3.2).

Based on the finding of the research, it shows that joining organization enhanced critical thinking. Being active in organization, the students will deal with a lot of ideas and problems need to be analyzed especially when the students want to make an event or have the problems, they will have to be able to analyze the problem. In addition, they also have to be able to solve it. By getting this experience, they will be able to enhance their critical thinking. To support this argument, Boyce (2002) mentioned that soft skills are the scope of overall education skills that are not territory, which include skills of problem solving skills, conceptual, analytical and critical skills, and communication skills.

**Problem solving.** The second soft skill improvement is problem solving. Problem solving is the skill that all the participants can enhance by being active in organization. The first participant mentioned that “by being active in organization I can improve problem solving skill” (P1.5). Like what the first participants mentioned, the second participant also mentioned the same perception “I can train my problem solving skill by analyzing the problem” (P2.7). In addition, the third participant also shared his same idea as two previous participants. He said that “we can also train our problem solving skill” (P3.3).

Based on the finding, problem solving is one of soft – skills that can be enhanced by being active in organization. Usually, being active in organization will involve the student to deal with problems and conflicts. In that organization, they will train themselves to adapt and face the problem to find problem solving for their problem. If the students get used to common that situation, they will have chance to improve their problem solving skill. Facing problems among the member of student organization affects to students’ critical thinking and their problem solving skills (Foubert, 2006).

**Teamwork.** The next soft skills that enhanced after joining organization is team work. Based on the interview, all the participants mentioned that teamwork is the skill that they can improve. The first participant stated that “I can also train my team work skill by coordinating each division” (P1.9). The same perception came from the second participant who shared the same idea. He stated that “I have to be able to work in team for every events or meetings in organization” (P2.9). In addition, the third participant also stated like what previous speaker said. He said “in organization, we have to be able work in team “(P3.6).

From the main idea of the participants’ perspective, joining organization can enhance their team work skill. Usually, joining organization deals with the people and goal. Each member has to work together as team to reach organization’s goals. Therefore, by being active in organization, they could enhance their team work skill. Like the perspective from the participant, McGraw (2000) stated that by joining organization or group activity, the members will work together to accomplish a goal.

**Responsibility.** The other improved soft skill revealed by the participant is responsibility. Responsibility is also the skill that all the participants benefited. Based on the data from the participants, they all said that they got soft – skill responsibility skill’s improvement. The first participant said that he could enhance his responsibility skill after joining organization. “I can also improve my responsibility by doing the jobs in my division” (P1.10). In agreement with the first participant, second participant said that “I can learn how to be responsible in doing the jobs” (P2.4). In line with the pervious statement, the last participant shared the same idea. He said that “We have to be responsible for all our jobs and responsibilities not only in organization but also in class” (P3.10).

Based on the findings above, being active in organization will enable the students to enhance their responsibility skill. Usually, participating in organization requires the member to do the jobs. From this case, the member will have mindset to do all the responsibilities to succeed the program. This finding confirms Weaver (2005) who asserts the organization provides young people a chance to act something valuable, to excel in what they act, to gain appreciation for what they act, to be provided responsibility, and to learn to be self-sufficient and deal with team work.

**Discipline.** The findings also revealed that discipline is the soft skill the participant mentioned as the benefit of joining organization. Normally, joining organization deals with time, due date and responsibility. This phenomenon shows that the members will train their discipline. Based on the interview all of the participants feel that phenomenon. The first participant said that “I have to be discipline in doing my responsibility base on the deadline” (P1.8). It was also supported by the two other participants who stated that “I can also train myself to be discipline in doing my responsibility in class room and organization” (P2.6) and “we can be trained to be discipline in doing works for organization” (P3.8).

Based on the perceptions above, being active in organization means trying to be discipline in all aspects. The members of organization will deal with the due date, time and responsibility. In fact, they could enhance their discipline after being active in organization. It is supported by Weaver (2005) who said that the organization provides young people a chance to act something valuable, to excel in what they act, to gain appreciation for what they act, to be provided responsibility, and to learn to be self-sufficient and deal with team work and discipline.

**Respectful.** In an organization, being respectful to others is a must. The members should respect opinion, decision and their seniors. Based on the finding of this research, three

participants agreed that they could improve their respectful skills such as respecting the other members' point of views and the seniors. It was proven by the statement from the first participant who said that "I can also improve my respectful skill by respecting the members, seniors and different idea" (P1.4). This statement was supported by the second participant who stated that "we have to be able to respect other different idea or perception in organization" (P2.10). The last participant who also shared the same idea was participant three. Participant three stated that "in organization, we have to be able to respect each other" (P3.4).

Based on the results above, joining organization will make the students face the problem like real life. The members will face problems like encountering different ideas from others. They also will face in a situation between senior and junior. After all those experiences, the members will have respectful skills. The theory said joining organization will develop their tolerance and acknowledgement to other people (Abrahamovic, 2006).

**Time management.** For students, joining student's organization will affect their busyness. Usually, they will not only have activity in the class room but also outside class room. By having two activities, they will train themselves to manage their time between being active classroom and organization as good as possible.

According to the interview, two participants mentioned time management improvement. The first participant said that "by active in organization, I can improve my time management skill" (P1.3). In line with the previous participant, the next participant said that "I can learn how to train my time management" (P2.5).

Based on the findings above, as the students, they will face time management problem if they are active in class and organization. Sometimes, they will get some activities in the limited time so they will have to manage their time well to join both activities in class and organization.

When they have this experience they will train their time management skill. This finding is in line with Abrahamovic (2006) who stated that joining organization will develop their tolerance and acknowledgement to other people.

**Confidence.** Organization is social activity. It means that in organization, it is common for the members to share their idea, and critics in front of many people or in public. In this case, being active in organization will train their confidence. Related to that statement, two participants said that joining organization enhance their confidence. They said “I can improve my confidence by talking in front of people or share my ideas to others” (P2.2). And then, another participant stated that “we can also improve our confidence by talking in front of people” (P3.5).

Based on the finding above, being active in organization will lead to their confidence’s improvement. For the first time, they might not have good confidence, but after the situation forces them to speak up, the members will get common atmosphere that they can share their idea in front of many people in public. It means it will enhance their confidence skill. This confirms Astin (2014) who stated that joining organization increases their self-confidence.

**Communicative skill.** Organization correlates to have communication each member. In organization, it is common to communicate to each member or people outside organization. Being active in organization will enhance students’ communication skill. Based on the interview two participants mentioned that they could enhance their communicative skill. The first participant stated that “I can improve my communication skill by having good communication to other division to do work as secretary in line with the job “(P1.2). Then another participant also mentioned the same perception same as the previous participant. He mentioned that “I can improve my communication skill by being active in organization” (P3.1).

Related to the statement above, joining organization deals with communication to people. In organization the member will train themselves to have good communication to each member or even people outside organization by discussing, lobbying or even debating. To support this argument, O'Hara (2010) stated that in organization the students will learn how to give the message effectively.

**Social skill.** Organization correlates to social activities. In organization, it is common to have relation each other. Being active in organization will enhance students' social skill. Based on the interview, two participants mentioned that they can improve their social skill. They stated that "I can improve my social skill by having good relation to others" (P1.7) and being active in organization can improve my social skill (P2.1).

Related to the statements above, being active in organization deals with social activity like having good communication and respecting others. The members have to be able to keep the relation harmoniously to not create conflicts. In addition, joining organization is also able to improve their social skill in humanitarianism. To support this idea, Baker (2007) stated that joining organization gives improvement interpersonal skill, practical competence, cognitive difficulty, and humanitarianism (Baker, 2007).

**Leadership.** Organization is the place for people to improve their skill. In organization the member will get responsibility to do the job. In addition, in organization, the members could improve their leadership to lead some people. Based on the interview, only one participant mentioned leadership improvement after joining organization. He said "Joining organization can improve my leadership for example by getting responsibility to work as secretary" (P1.1).

Connected to the idea above, joining organization could enhance leadership skill. In organization, the members will be trained to lead other people. In addition, the members also

could practice to manage their individual leadership to lead their own good habit. The findings show that joining organization has positive development of leadership and problem solving management. This finding is comfirmly with joining also organization gives improved interpersonal skill, practical competence, cognitive difficulty, and humanitarianism.

**Personal skill.** Being active in organization trained the student to have good personal skill like how to be friendly to other. In addition, they cam also respect other people in that organization. Based on the interview only one participant mentioned personal improvement after joining organization. He said “We can be trained to improve personal skill to other people” (P3.9).

Connected to the statement above, in organization, all the members learnt how to be friendly and respectful. On other word, they could enhance their personal skill by joining organization. To support this statement, Martin (2000) stated that a more recent study found no statistically significant relationship between involvement in extracurricular activities and the development of mature interpersonal and personal relationships.

In conclusion, the data showed that there are twelve improved soft skills for the students after joining organization, those are critical thinking, problem solving, team work, responsibility, discipline, respectful, time management, confidence, social skill and leadership. In addition, there are five soft skills perceived by improvement that all the participant mentioned. First soft skill improvement is critical thinking. Second soft – skill improvement is problem solving. Third soft – skill improvement is team work. Fourth soft - skill improvement is responsibility. Fifth soft skill improvement is discipline. And the last soft – skill improvement is respectful.



Furthermore, there are three soft skill improvement that were stated by two participants. Those are time management, confidence and social skill. Additionally, there is one soft – skill improvement that was mentioned by one participant. This soft – skill is leadership.

All in all, after analyzing the data from the participants, it can be concluded that all the participants enhance their some soft – skills after joining. Even though not all the participants mentioned the same improved soft – skills, they mentioned the most same improved soft – skills.