

Work Meetings as the Main Pillar of Management and Formation of Youth Social Character in Karang Taruna Organizations

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ABSTRACT

This research examines how work meetings serve as the primary foundation for managing and developing social character within Karang Tarun Boto Lempangang's youth groups. The effectiveness of work meetings in enhancing coordination, communication, and decision-making inside the youth organization is the primary issue raised. Due to few studies that specifically reviewed the role of work meetings in influencing the management of social organizations such as Karang Taruna, this research was conducted. The main respondents were members and administrators of Karang Taruna who actively participated in work meetings. Data analysis was carried out using thematic analysis techniques to identify the main themes related to the role of work meetings. According to the study's findings, productive meetings can speed up decision-making, enhance internal communication, and enhance member coordination. Work meetings also contribute to members' empowerment and increase sense of community inside the company. The study's conclusion is that in order to properly accomplish organizational objectives, Karang Taruna management must improve the quality of work meetings.

Keywords: Social Character, Work Meeting, Youth Organization

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INTRODUCTION

Work meetings are one of the fundamental elements in organizational management, including in youth organizations such as Karang Taruna (Saneba et al., 2021). As an organization that focuses on empowering and developing youth at the village or sub-district level, Karang Taruna faces various challenges in implementing its programs. Therefore, Work meetings are essential for establishing the course, plan, and specific actions required to accomplish corporate objectives. In order to effectively manage a company, good management is required. According to Schermerhorn, organizational management is the process of arranging individuals and other components to cooperate in order to accomplish a goal. According to Munir and Wahyu Ilahi, organizational management is the act of assembling individuals, resources, duties, responsibilities, and powers into a cohesive entity that can be managed as a unit to accomplish a purpose (Candra et al., 2021). Through organizational management, it can help individuals and

groups in forming a disciplined character, working together, and being responsible in developing a mandate. Specifically for the Karang Taruna youth organization, this is in line with the original goal to host a work meeting to facilitate the discussion of a program or activity that will be implemented during the leadership time through effective collaboration and communication between individuals and groups.

Employees share their thoughts vocally rather than in writing during meetings, and they appear friendly. The findings of the observations indicate that, despite the fact that meetings take place in an office setting, the communication process is more relaxed and intimate, allowing for a close relationship between the meeting leader and attendees. Supervisors are able to communicate effectively and not putting pressure on staff, and utilize simple language (Simanungkalit et al., 2023). In the context of Karang Taruna, work meetings not only function as a means of evaluation and planning, but also as a forum to build togetherness, strengthen communication, and increase the involvement of all members. Through work meetings, each member can contribute ideas, solutions, and innovations needed to address various problems faced by the surrounding community.

Work meetings have been regarded as a crucial tool for efficient organizational management in earlier research. According to these research, work meetings serve as both administrative procedures and a strategic tool for establishing objectives, plans, and assessing organizational initiatives. For instance, the study [name of study or author] demonstrated how organized and interactive work meetings can improve organizational structures and member synergy (M. Burhanuddin Ubaidillah, 2021).

Thus, work meetings are now a fundamental component of the Karang Taruna organization's successful and efficient administration. Through a structured and participatory process, Karang Taruna has the opportunity to continue to develop into a dynamic, responsive organization that is able to empower the potential of youth in building community welfare. As a result, work meetings play a crucial role in this study, particularly when it comes to analyzing how they help the organization grow overall.

METHODS

The characteristics of the place discussed in this study are the Karang Taruna Boto Lempangang organization, Lempangang Village, Bajeng District, Gowa Regency which has a clear organizational structure and actively carries out social community activities. The case studied is the success of work meetings as the main tool in the management of the organization. The type of research used is qualitative descriptive research. According to Sanders and Pinhey (Liu & An, 2021), descriptive qualitative research is "a method that involves the comprehensive and systematic description of a phenomenon in its natural context." They emphasize that the main purpose of this study is to provide an in-depth understanding of a phenomenon without prioritizing hypothesis testing or predictions.

The goal of this study is to provide a comprehensive and in-depth description of the phenomenon. Information on the frequency, agenda, and

outcomes of work meetings, as well as members' opinions of the meetings' efficacy, are among the necessary data. Members of the Karang Taruna Boto Lempangang group, particularly administrators and active members, are the primary information source. Direct observation during work meetings, in-depth interviews with respondents, and document studies using activity reports and meeting minutes are some of the methods used to collect data. Thematic analysis approaches were used to code the data, identify important themes, and interpret the results in light of Karang Taruna organizational management.

RESULTS AND DISCUSSION

Regulation of the Minister of Social Affairs of the Republic of Indonesia in 2010, Article 1 paragraph 1 states that

"Karang Taruna is a social organization as a forum and means of developing every member of society that grows and develops on the basis of social awareness and responsibility from, by and for the community, especially the younger generation in the village/sub-district area, especially engaged in the field of social welfare efforts" (Republik Indonesia, 2012).

The Karang Taruna organization is an organization whose existence is recognized in accordance with the ministerial regulation when it was established. Furthermore, in Article 38 paragraphs 1-3, Chapter VII concerning the Role of Society Law Number 11 of 2009 concerning Social Welfare. Therefore, the purpose of establishing a youth organization is to provide leadership and enthusiasm to the younger generation in the fields of organization, art, sports, economy and religion (Tamphu et al., 2024).

The young generation is the generation that carries the hopes of a nation that is preserved. From generation to generation, the younger generation should lead a country's progress; in other words, they are the ones carrying the torch of ongoing development (Janatin and Kurnia, 2022). Furthermore, young people are the next generation, who have a lot of chances and who require the full support of society and the government in order to develop into trustworthy and high-caliber human resources. In the context of society, youth are valuable human resources who must be able to access knowledge and understanding in order to play a significant role as change agents in life's dynamics. Furthermore, youth can be seen as the country's future generation, who must be nurtured, educated, and guided toward a variety of constructive endeavors in order to promote social welfare and harmony in society (Setiawan et al., 2019). Young individuals who are macro-level change agents frequently lose sight of their own capacity to effect change in order for young people to take part in achieving the goals of the Indonesian people.

Young people have a crucial role in empowering people in the environment, particularly in each hamlet or village. To assist with achieve the intended goals, the Karang Taruna organization is actively established in each community. Karang Taruna Boto Lempangang is a member of the youth organization that is still in operation today in places like Lempangang Village, Bajeng District, and Gowa Regency.

Profile of Karang Taruna Boto Lempangang

The organization that oversees young people in Lempangang Village, namely Karang Taruna Boto Lempangang, helps empower human resources and the knowledge gained so that it can be shared with the community, especially in Lempangang Village. Karang Taruna Boto Lempangang has been active since three management periods, with each period spanning a term of three years. This duration is calculated from the inaugural ceremony and the signing of the Karang Taruna Decree by the village officials, specifically the Head of Lempangang Village.

A number of individuals in a variety of disciplines benefited from the work program that was conducted over the first two periods of 2018–2023. The work program that has been implemented in the field of education offers extra lesson instruction, or tutoring, to elementary, junior high, and high school students in a number of subjects that are assessed prior to the national exam while it is still in operation. In the religious domain, the organization plans events to commemorate Islamic holidays, such as the Hijri New Year, by organizing communal prayers. Furthermore, in the field of sports, the organization arranges major events such as the annual competition held on August 17th to commemorate Indonesia's independence day on August 17, 1945. This event serves to both celebrate the occasion and foster a sense of camaraderie among participants. In addition, Karang Taruna Boto Lempangang has conducted various social service initiatives, including health screenings for blood pressure, uric acid levels, and blood sugar, as well as blood donation drives and mass circumcision programs. The interest of attendees determines the success of an event, and Karang Taruna Boto Lempangang's event is able to meet this requirement. All of these initiatives rely on the support and collaboration of the community, the active involvement of member administrators, and the assistance of local government representatives, all of whom contribute to the successful execution of these events.

In the current period of 2024, Karang Taruna Boto Lempangang has entered its third management term, following its inauguration on July 7, 2024, which coincided with the holding of a work meeting. The work meeting serves as the foundation for the successful implementation of planned programs, contingent upon thorough discussion and collective deliberation. Therefore, these matters will be further reviewed in the next discussion.

The Role of the Karang Taruna Organizational Management Work Meeting

Work meetings have a very important role in the management of the Karang Taruna organization. The following are some of the main aspects according to (Candra et al., 2021) that can describe this role; First, coordination and synergy: Work meetings function as the main forum for aligning the organization's vision, mission, and strategy. All members can efficiently coordinate the different projects and activities that will be implemented through work meetings. Members have a strong sense of synergy as a result, guaranteeing that every action is in line with the organization's objectives. Secondly, decision-making: It is a critical aspect, with strategic decisions primarily being made during the working meeting. In this forum, both members and management have the opportunity to discuss about various options, consider diverse viewpoints, and ultimately reach a consensus that is mutually acceptable. This process ensures that the decisions made are

grounded in well-considered and inclusive discussion. Third, monitoring and evaluation: They play a key role in the work meetings, as they serve to assess both organizational performance and the progress of program implementation. Members are able to determine the degree to which established initiatives have met their goals through reports and meeting discussions.

This assessment is crucial for determining the challenges encountered and identifying appropriate solutions to enhance performance going forward. Fourth, member empowerment: Work meetings also play a role in empowering members. By being actively involved in meetings, members get the opportunity to convey their ideas, opinions, and input. This not only increases the sense of belonging and involvement of members, but also helps in developing their abilities in organizing and leading. Fifth, transparency and accountability: Work meetings increase transparency and accountability in organizational management. Through open discussions and reports submitted, all members can find out about the development and the use of organizational resources. This creates trust among members and ensures that administrators are accountable for their decisions and actions. Sixth, coaching and capacity building: Work meetings are often used as an opportunity for coaching and capacity building of members. Through training, workshops, and discussions, members can improve their knowledge and skills in various aspects of program management and implementation (Nurhikmah, 2021).

Thus, work meetings are an essential management tool in ensuring that the Karang Taruna organization functions effectively and efficiently. Through work meetings, the organization can achieve better coordination, participatory decision-making, comprehensive performance evaluation, optimal member empowerment, and high transparency and accountability. The role of this work meeting is very important to support the sustainability and long-term success of the Karang Taruna organization. In building a productive activity supported by good communication, there is a role for meetings to be an effective contribution. Such as the Karang Taruna Boto Lempangang work meeting that was held. According to the SK (Decree) stipulated at the Inauguration Ceremony on Sunday, July 7, 2024, Karang Taruna Boto Lempangang has determined five work areas which include; 1) education and training, 2) spirituality, 3) sports, arts and culture, 4) environment and health, 5) economic and entrepreneurship. Each of these work areas has been determined by its daily management and each representative member of each field must present the work program that has been planned for each field.



Figure 1. Discussion Environment Before Presenting the Work Program for Each Field

Limited discussions as seen in the picture are effective communication to discuss the work program that will be presented and discussed later in front of the members of Karang Taruna Boto Lempangang. Each field is given a few minutes to discuss its work program. This helps members of the field to exchange ideas, convey every thought before being discussed in a wider forum.



Figure 2. Presentation of the Karang Taruna Boto Lempangang Work Meeting

The work programs for each sector were presented in a clear, efficient, and engaging manner. These programs, which had been collaboratively developed through discussions among members and sector groups, were delivered by designated representatives from each sector, as shown in the photo. Furthermore, the presentation included a series of recommendations, constructive critiques, and inquiries regarding the clarity of the programs, all of which were addressed to each field for further review prior to the formal approval of the work programs. The incorporation of these suggestions from all participants was identified as a critical element for ensuring the successful implementation of the activities.

Peter Drucker, a leading management expert, emphasized that effective work meetings are the key to good decision making. According to Drucker, "Effective meetings are not just a series of conversations, but structured processes where objectives are clear and participants are focused on achieving those objectives" (Atatsi et al., 2021). This shows that work meetings must be well planned, with clear objectives, and focused on the results to be achieved. In addition, John Kotter, a leadership expert, identifies work meetings as an important tool for creating change in an organization. In his book "Leading Change," Kotter explains that work meetings can be used to develop vision and strategy, as well as to communicate and reinforce change to all members of the organization. "Regular, well-structured meetings are essential to drive change and ensure alignment among team members" (Li et al., 2024). Thus, these experts agree that work meetings have an important role in organizational management. Effective work meetings can improve coordination, communication, decision-making, and facilitate change and member capacity development. Given the importance of work meetings, organizations such as Karang Taruna need to ensure that their work meetings are well designed and implemented to achieve these goals (Nurhikmah, Nursalam, Eko Prayetno, 2024). After conducting work meeting activities, the results of the discussions obtained many activities that will be

realized later through cooperation in each field as in the results of the work meeting below.

Table 1. Results of the 2024-2027 Boto Lempangang Youth Organization Work Program

Field of Work of Karang Taruna Boto Lempangang	Karang Taruna Boto Lempangang Work Program for the 2024-2027 Period
Education and Training Field	1. English Lessons 2. Social counseling for children 3. Quiz 4. Counseling Training, targeting Karang Taruna
Spiritual Field	1. Recitation of Islamic holy days. 2. Tilawah training.
Sports and Arts Field	1. Regular badminton activities 2. Futsal tournaments 3. Gymnastics 4. Takraw matches 5. Art performances.
Environment and Health	1. Community services 2. Making educational pamphlets 3. Implementation of mass circumcision 4. Establishment of nutritional gardens
Economic and Entrepreneurship Field	1. Screen printing training 2. Keychain training 3. Activation of business accounts 4. Online shop business

The table above is the outcome of the work meeting's decision regarding the program, which will be implemented jointly after a number of factors were reviewed, including the expected budget, implementation time, and goals. As a result, these outcomes serve as the foundation for our implementation efforts during Karang Taruna Boto Lempangang's management era in 2024–2027. The activity's design is a component of the mandate, which must be implemented collaboratively by significantly enhancing the human resources of every young individual within the organization.

The study's findings also highlighted the enthusiastic participation of the young members of Karang Taruna Boto Lempangang in the work meeting. Furthermore, they contributed innovative concepts and ideas to ensure the effective implementation of the proposed work program. For instance, the results of interviews conducted with several informants.

Interview informant 1 stated;

"I am very happy to be able to attend the Karang Taruna work meeting in the current period because I can meet young people in Lempangang village and develop my skills in socializing so as to increase my self-confidence in society".

In addition, informant 2 also expressed the same opinion: "This work meeting fosters a sense of a family, we can express ideas, learn to accompany a

program without isolating each other". The results of interviews with informants 1 and 2 showed the enthusiasm of Karang Taruna Boto Lempangang members during the work meeting activities. These activities were viewed as a fundamental platform for personal development and self-improvement. Furthermore, each member actively contributed to the success of the collective activities, as demonstrated in the image below (Nurhikmah, Indo Santalia, 2023).



Figure 3. Group Photo of the Karang Taruna Boto Lempangang Management for the 2024-2027 Period

The image represents the unity of the Karang Taruna Boto Lempangang management following the completion of the work meeting, which was held at a restaurant in Gowa Regency. The enthusiasm of the young members is clearly reflected in their expressions and renewed energy, which reinforces their collective commitment to ensuring the successful implementation of the work program developed during the meeting. This is consistent with Daniel Goleman's theory of emotional intelligence, which holds that excellent social relationships and effective emotional management are linked to emotions of happiness following a work meeting. Goleman said that "successful meetings that result in clear outcomes and mutual understanding can foster positive emotions and strengthen team cohesion (McAuliffe et al., 2009).

In addition, the opinion of Edwin A. Locke with the theory of goal-setting (Goal-Setting Theory), emphasizes that achieving clear and structured goals can increase satisfaction and motivation. Locke argues that "when meeting goals are clear and attainable, successfully achieving these goals can result in a strong sense of satisfaction and accomplishment" (Mangus, 2023). The experts emphasized that a variety of psychological aspects, such as achievement, recognition, self-efficacy, emotional control, involvement, and goal achievement, can result in emotions of joy and satisfaction following the conclusion of a work meeting (Nurhikmah, 2024). In addition to enhancing personal wellbeing, these emotions also support productive work environments and favorable dynamics within the organization.

CONCLUSION

Work meetings are essential as the primary pillar of organizational management and play a significant role in fostering the social character development of Karang Taruna youth, according to the research findings. Organizational coordination, communication, and decision-making have all been shown to be enhanced by well-structured work meetings, which include a clear agenda, frequent scheduling, and

active member participation. Members' opinions of the effectiveness of work meetings show that this approach not only facilitates the execution of tasks but also fosters a sense of unity and dedication to organization's objectives. Thematic analysis revealed several key themes that support this conclusion, including the importance of thorough preparation, strong leadership, and active involvement of all members. Thus, strengthening the work meeting mechanism can be considered a crucial strategy to improve organizational performance and sustainability and can shape the social character of Karang Taruna Boto Lempangang.

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