



## North Sumatera Ethnic-Based Decision-Making Model to Develop Leadership Abilities for Student Communities

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### Abstract

Study This aiming for dig influence ethnic in taking decisions and development ability leadership among student Faculty Faculty of Education (FIP) State University of Medan (UNIMED). With use approach qualitative and studies case, research This involving student active from various ethnic groups, namely Batak, Malay, and Minangkabau. Data was collected through interview in-depth, observation, and documentation. Research results show that ethnic influence method student in take decision, where Batak students are more tend use approach authoritative, while student Malay and Minangkabau are at the forefront deliberation and consensus. In addition, the findings also revealed that style leadership Students at FIP UNIMED vary in accordance with background behind ethnic they. Leader from Batak ethnicity more nature firm and fast in take decision, while leader from ethnic Malay and Minangkabau more focus on collaboration and inclusivity. Diversity ethnic This give challenge at a time opportunity in development more leadership holistic. Therefore that, development ability leadership at FIP UNIMED is necessary consider diversity ethnic as part from learning strategies that can enrich perspective and skills student in face dynamics more social wide.

### Keywords:

Decision Making, North Sumatran Ethnicity, Ability Leadership, Community Student

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## INTRODUCTION

In context education high, leadership is one of very important ability for developed among students. Ability This No only useful for prepare student become future leaders, but also for to form strong personality in face challenge life social and professional. At the State University of Medan (UNIMED), especially in the Faculty of Educational Sciences (FIP), needs will development model effective leadership the more felt, especially in community students who have background behind diverse ethnicities.

Related with style leadership, Robinson (2017) in his studies about leadership multicultural state that, " The leader who comes from from more ethnic dominant tend choose a more approach authoritative and focused on results, while leader from ethnic minority more put forward collaboration and consensus." In the



context of FIP UNIMED students, this show that Batak ethnicity more tend develop style firm and results - oriented leadership, while student from ethnic Malay and Minangkabau more choose an inclusive approach.

North Sumatra is known as a region with diversity rich ethnicity, including Batak, Malay, Minangkabau, and various group ethnic others. Diversity This give opportunity for create a retrieval model inclusive and decision - based culture. Taking decision based on ethnic can become relevant approach for facilitate development ability leadership students, with notice values upheld culture and norms height by each group ethnicity. In addition, the values this can also become strong foundation in create environment harmonious and mutually supportive campus respect. Amin (2018) argues, " Diversity ethnic in an organization can enrich the decision-making process decision, because every group bring different perspectives." However, according to him, the differences this is also possibly become challenge if no managed with good, because can trigger tension in group. Therefore that 's important for students at FIP UNIMED for Study manage diversity this is so that you can Work The same with more effective in organization.

On the other hand, the challenges in integrate values culture to in practice taking decision Still become complex issues. Every group ethnic own framework different values and norms, which sometimes can cause conflict or misunderstanding. Therefore that, the development of a model that takes into account diversity This No only need approach theoretical but also empirical, with involving participation active from students, lecturers, and other parties related others on campus. In some year Lastly, various study has show that integration values culture local to in education can give impact significant positive to formation character and ability leadership students. For example, study show that approach based on culture can increase confidence self, ability communication, and skills think critical students. However, the implementation This need careful adaptation for ensure relevance and effectiveness in more context wide, such as in the environment college heterogeneous height such as UNIMED. Research by Nasution (2019) also confirms that, " A leader who is capable of blend style leadership from various ethnic can optimize potential diversity in organization." At FIP UNIMED, diversity ethnic This Can utilized for enrich experience leadership students, so that they can more Ready face challenges in the professional world. More Furthermore, Robinson (2017) stated that, " Diversity ethnic in organization students also improve ability member for overcome conflict, because they Study For value differences and search mutually beneficial solutions profitable." This is important for implemented in FIP UNIMED, where diversity existing ethnicities can used as strength for build more leadership holistic and inclusive.

According to Siregar (2020), " Successful leadership in organization student often depends on the ability leader for adapt style leadership they with conditions and characteristics diverse groups." This indicates that leader students at FIP UNIMED need own good understanding about How adapt approach leadership they with background behind ethnic member organization.

Study This aiming for develop a decision-making model decision based on North Sumatran ethnic group that can applied in community students at FIP UNIMED. This model expected capable blend values local with theory modern leadership, so that produce holistic and applicable approach. With Thus, students

No only will to obtain better understanding in about values culture they Alone but also capable appreciate and work the same with individual from background behind different cultures. In addition, research this also aims for identify challenges and opportunities in application of this model in the environment campus. With data - driven and collaborative approach, results study This expected can give contribution real for development ability leadership students, strengthening harmony intercultural, and create environment inclusive learning at UNIMED. Through contribution this, campus No only will become place for to draw knowledge but also a laboratory social support creation future leader with integrity and adaptability to diversity.

## METHOD

Study This implemented at the Faculty Educational Sciences, State University of Medan in January -November. Population his is All over Community student Year 2023/2023 Faculty of Educational Sciences State University of Medan. Sample that is Semester III students of the Faculty Educational Science year 2023/2023 academic year study program at Medan State University.

Study This designed with method *Research and Development (R&D)*. According to Sugiyono (2015), method research and development (R&D) is a method research used for produce product specific and test effectiveness product The research referred to here namely, conducting tests on Decision Making Module Book based on ethnic North Sumatra culture is carried out in the learning process eye studying Leadership and all community FIP- Unimed students. The development in question is, namely How develop a Decision-Making Module based on ethnic North Sumatra culture for community FIP Unimed students. In research this, is used three type method data collection, namely:

- a. Observation, Observation in research This done for record and record source learning and resources Power FIP- Unimed students.
- b. Questionnaire In research this, is done distribution questionnaire for lecturers and students about need lecturers and students in the learning process at FIP- Unimed.
- c. Test Specialized in research This will hold test for students to know effectiveness utilization module taking decision based on Ethnic North Sumatra Culture. Samples in study This is One class student who follow the learning process eye studying leadership.

Stages procedure research that has been done in Development of the Retrieval Module decision based on ethnic There are 7 cultures of North Sumatra, namely shown in the diagram below this:

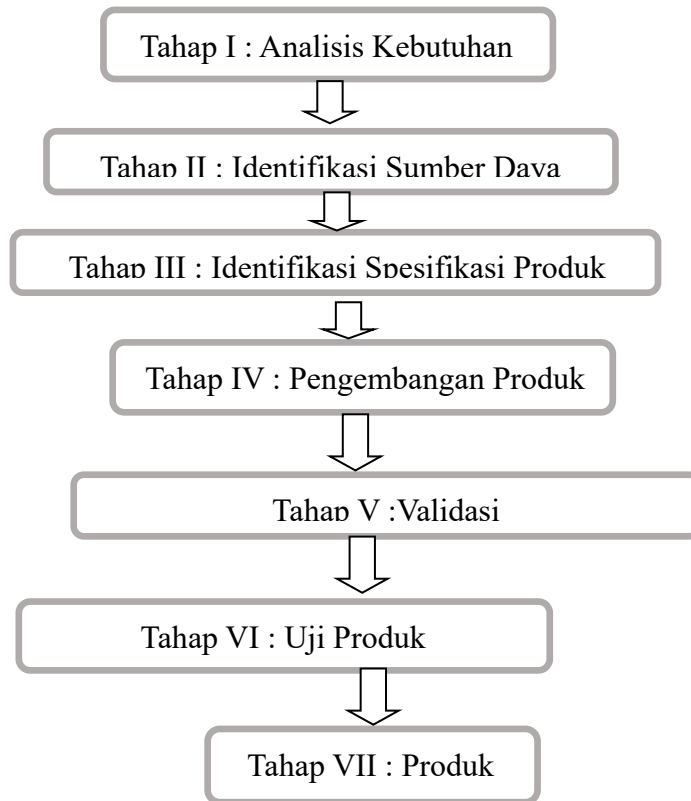


Figure 1. Stage Procedure Research

Data analysis was performed with using the result data questionnaire, analysis needs that are obtained from lecturers and students, also use suitability data material learning and design on the products obtained from expert materials and experts design that has been validated expert. Result data validation expert used for know worthy whether or not products produced. Furthermore, data regarding interest, easy whether or not and benefits obtained from field test in a way direct to child educate.

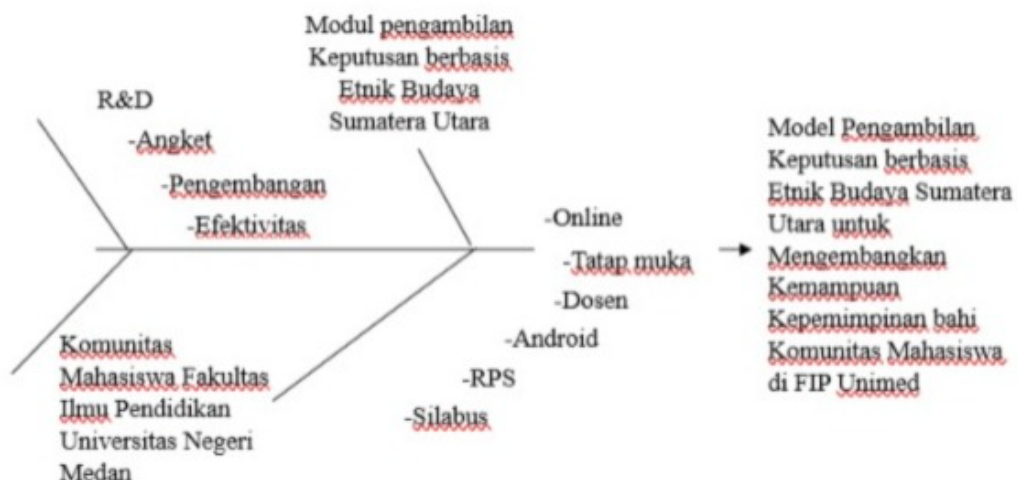


Figure 2. Decision Model

## RESULTS AND DISCUSSION

### **Decision Making Model Development Process**

Development this, using method study R&D (*Research and Development*) with stages of the ADDIE model in Cahyadi (2019). The stages in the ADDIE model have a number of stages, namely: analysis, design, development, implementation and evaluation.

- 1) **Stages Analysis**, at the stage this is what it becomes activity the main thing is analyze need as proof the need for **Decision Making** Model Development in the learning process. Some analysis contained therein is:
  - a. Analysis Lecturer performance, emergence problem the basis faced at the time the learning process is ongoing;
  - b. Analysis Students, namely review characteristics Student based on knowledge, skills and its development;
  - c. Analysis facts, concepts, principles, and procedures material learning;
  - d. Analysis objective from learning.
- 2) **Design Stages**, at this stage This covering a number of mutual activities related, that is:
  - a. Compilation teaching materials in learning contextual with notice core competencies and competencies base for determine material learning based on facts, concepts, principles, procedures, allocation time learning, indicators and assessment instruments student;
  - b. Designing scenario learning;
  - c. Election competence material teach;
  - d. Planning beginning device learning;
  - e. Designing materials used for learning
  - f. Prepare sheet validation product.
- 3) **Stages Development**, at the stage This contains activity realization products that have been arrange and design previously. Activities realization That covering activity build, create and modify. In the implementation stages development This there is activities carried out, namely: (1) producing product with the *Retrieval model Decision* and (2) choosing the right material used in the *microlearning model* in the process of taking decision
- 4) **Stages Implementation**, at the stage This contains activity implementation products that have been developed in a situation real with through expert testing and field testing for know feasibility and effectiveness from the *microlearning model* developed said. Implementation product This conditioned to conditions and situations learning in class.
  - a. Expert test

Expert test validation conducted by 2 experts content / material learning and 2 experts' design. Product the tested its eligibility to the validator so that get repair in accordance hope from the validator.

Based on results evaluation aspect eligibility Contents material that use device *retrieval model decision* in class tall declared "Very Good" with a total average percentage of 85.4%. The results data validation expert material to eligibility Contents can seen in table 1 below This.

**Table 1.** Expert Assessment of Device Material *Decision Making Model* for Content Eligibility

Sub Components	Indicator	Average (%)	Criteria
Conformity material with Achievements Learning	1. Completeness material	86	Very good
	2. Breadth material	84	Very good
	3. Depth material	85	Very good
Accuracy of Material	4. Accuracy concept and definition	85	Very good
	5. Data accuracy	86	Very good
	6. Accuracy example	85	Very good
	7. Accuracy picture	85	Very good
	8. Accuracy terms	85.5	Very good
	9. Accuracy symbols and icons	84	Very good
Updates of Material	10. Compliance material with development Language	86	Very good
	11. Displaying internet based using device <i>microlearning</i>	88	Very good
	12. Examples and cases in life daily	84	Very good
	13. Pictures and illustrations in life daily	85	Very good
Encourage Curiosity	14. using example cases that exist in life daily	83	Very good
	15. Encourage a sense of curiosity know	85	Very good
	16. Creating ability ask	86	Very good

Validation results by the validator above to eligibility Contents show that eligibility Contents from device *Decision Making Model* that has been developed including very good criteria. This is can seen from score evaluation eligibility presentation according to expert material rated “Very Good” with a total average presentation of 85.6%. The results data validation expert material to eligibility presentation can seen in table 2.

**Table 2.** Eligibility Presentation of Material

Sub Components	Indicator	Average (%)	Criteria
Straightforward	1. Accuracy structure sentence	84.5	Very good
	2. Effectiveness sentence	85	Very good
	3. Standardization of Terms	86	Very good
Communicative	4. Understanding to message or information	84.5	Very good
Dialogic and interactive	5. ability Motivate student	86	Very good
	6. ability push think critical	85	Very good

Conformity with level development student	7. conformity with development intellectual student	86	Very good
	8. conformity with level development emotional student	85	Very good
Conformity with rules	9. Grammatical accuracy	84	Very good
Usage term	10. Consistency usage term	85	Very good

Validation material done twice with stage First Still required improvements. There are several suggestions from the material validator that must be fixed is Contents material must wider, and multiply a real example that can found in life daily as well as correction of the spelling. After do repair material stated worthy. Assessment aspect Language according to expert material aspect Language rated “Very Good” with a total average percentage of 85.4%.

However, even though There is challenge in communication and coordination caused by differences ethnic, results study shows that diversity This also provides profit in the process of taking decision. Difference perspectives brought by each ethnicity give more insight wide in face various problem and take more decisions comprehensive. In terms of This, students who are able manage difference ethnic with Good can produce more solutions innovative and effective.

One of aspect important things found in study This is role leader student in manage diversity ethnic. Successful leaders is a capable leader build open and mutual communication value between member organization that originates from from different ethnicities. Ability leader for accommodate various existing view in group become key success in taking decision. Inclusive and sensitive leader to difference culture capable create supportive atmosphere collaboration and understanding between members, so that decisions taken can accepted by all member organization.

In addition, research this also found that taking decision based deliberation and consensus more often applied in organization students at FIP UNIMED. This is show that although There is difference in method thinking and values held by each ethnic, students tend for look for point meeting through discussion involving all parties. Approach This No only ensure that decisions taken is results from agreement together, but also strengthen connection between member organization.

The process of taking decisions based on diversity ethnic this also affects ability leadership students. Capable leaders Work with various individual from background behind different ethnicities will own ability for manage differences and building solid team. Good leadership in context This is capable leadership bridge differences and directing group going to objective together without sacrifice the values held by each individual.

In general, overall, diversity ethnicity at FIP UNIMED provides challenge at a time opportunity for development leadership and decision-making decision. Management good diversity can create more organization inclusive, harmonious, and productive. Therefore that 's important for leader student For Keep going develop skills in lead diverse groups and create fair decision as well as can accepted by all member organization.

## CONCLUSION

Model development is based on the method ADDIE model R&D research in Cahyadi (2019:36) with 5 stages namely: stage analysis, stage design, stage development, stage implementation, and stages evaluation. Development process started from planning that is know analysis needs at school, then continue to implementation that is prepare the required data in making *microlearning* model development in the form of analysis competence basis and indicators, design learning, validating product to 2 experts' content/material and 2 experts design, revise product so that enter the evaluation get evaluation.

Design *microlearning* model development consists of from three phase namely phase analysis needs, phase materials and design, as well as phase development and implementation. In the phase design done validation expert. Validation results expert material for aspect Contents with very good qualification (85.4%), results validation expert material for aspect presentation is in very good qualification (85.6%), the results validation expert material aspect linguistics is in the very good category qualification (85.4%) and results validation expert design in very good qualification (86.3%).

Result of development and implementation of the *Decision-making* model shows that diversity ethnicity in FIP UNIMED is not only enrich dynamics leadership and decision-making decision, but also becoming challenge alone for leader student in operate role they. Diversity This often cause difference in method thinking, communication, and strategies used by members organization students. As example, students from Batak ethnicity are more tend firm and direct in convey opinion, often meet with student from ethnic Malay or Minangkabau which is more prioritize deliberation and harmony in take decision. Difference This can create tension in group If no managed with good by the leader.

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