

ANALYSIS OF FACTORS AFFECTING THE LOW PARTICIPATION OF UNIVERSITAS NEGERI PADANG STUDENTS IN JOINING STUDENTS' ORGANIZATION ACTIVITIES

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ABSTRACT

The purpose of this study to analyze the determinant factors affecting low Universitas Negeri Padang students' participation in the activities of students' organizations. *This* type of research was explanatory research. The sampling technique is done by *purposive sampling*. The technique of data collection was through questionnaires. The research population for the data quantitative in this study was Universitas Negeri Padang students of S1, D4 and D3 programs registered actively in the semester of July December 2018 which were in 3rd (third), 5th (fifth) and 7th (seventh) semester with a total of 24,395. The number of samples is 580 people with a margin of error of 20%. Quantitative data analysis techniques used factor analysis and descriptive analysis. The results of this study show that of the 19 indicators analyzed using factor analysis to determine the factors that influence the low student participation in student organizations activities, there are 3 factors, namely willingness and ability factors with *eigenvalue* 8,080, opportunity, program and environment factors with *eigenvalue* 1,611, and social factors with *eigenvalue* 1,322.

Keywords: Participation, Students, Students' Organizations

INTRODUCTION

Today, almost all companies demand that their workers have abilities of *soft skill*. This ability of *soft skill* makes employees or workers able to cooperate in teams, communicate, be responsible, confident, able to lead, discipline and others. Failure to provide the above capabilities to the company, it will have an impact on the rejection of the work acceptance process, and if it has occupied a job position, it will result in the

hampered career development of the worker concerned. So that it can be said that if you want to succeed, then someone must have *soft skills*.

A book called *Lessons from The Top* written by Thomas J. Neff and James M. Citrin (2001), states that the key to one's success is determined by 90% by *soft skills* and only 10% is determined by *hard skills*. The book also includes *sharing* and interviewing 50 of the most successful people in America; they agreed that the most decisive success was not technical skills but the quality of themselves included in *soft skill or skills* related to others (*people skills*).

Furthermore, the results of a survey conducted by the *National Association of Colleges and Employers* (NACE) in 2002 in the United States, where from the polls of 457 entrepreneurs, concluded that the academic achievement index (IP) was number 17 of the 20 qualities considered important from a university graduate. The survey produced the qualities that were considered important to be possessed by the workforce respectively as follows:

1. Communication skills,
2. Honesty / integrity,
3. The ability to work together,
4. Interpersonal skills,
5. Ethics,
6. Motivation / initiative,
7. Adaptability,
8. Analytical power,
9. Computer skills,
10. Organizational ability,
11. Detail oriented,
12. Leadership,
13. Confidence,
14. Friendliness,
15. Courtesy,
16. Wisdom,
17. Achievement index (IP),

18. Creative,
19. Humorous, and
20. Entrepreneurial skills.

Based on the description above, it can be seen that the ability of *soft skills* is very important when associated with the world of work or company. The company wants its employees to have the ability to advance the company in accordance with what the company aims to do so that in making employee acceptance, the company will prefer prospective employees with good *soft skills* than prospective employees with good academic value.

This ability of *soft skill* can be trained and grown on each individual. This ability should be able to grow along with the growth of the age of the individual. The culmination is the latest education before entering the workforce, which usually resides in higher education at the university.

The ability of this *soft skill* is very little in the subjects taught by college lecturers. In a book entitled *Module Development Soft Skill in Learning Processes in Higher Education* issued by the Higher Education, it is stated that college graduates are not limited in their *Directorate General of soft skills* so that users are often complained about. In fact, in the book, it is stated that college graduates are often regarded as "poor" scholars. One of the causes of the low *soft skills of graduates* was alleged because in higher education the learning process had not given serious attention to *soft skills* compared to learning *hard skills*.

One way for students to be able to hone and practice their *soft skill abilities* in addition to the courses is through the activities of student organizations. Through the activities of student organizations, students can improve communication skills, cooperate in teams, leadership, time management, ethics and responsibility. The participation of students in student organization activities can encourage students involved to directly practice their *soft skills*.

But what happens today, the participation of students in participating in student organizations has decreased. There are few students participate in student organizations that are on the college campus where students are studying. Most students are just coming to college and home. This term describes behaviour that students only come to

campus for face-to-face lectures in class and then after class go home without participating in student-organization activities. Even if there are students who do not go straight home after college, they are given the term "Firefly", which stands for lecture-nangkring which is where "nangkring" is meant sitting in the campus canteen (hangout) without weighty talks.

The same thing also happened to Universitas Negeri Padang (UNP) students. UNP has a number of students of around 35,000, spread across eight Faculties and one Postgraduate Program. The University has 14 (fourteen) student organizations in the form of Student Activity Units recognized by the university, namely:

1. Student Scientific and Development Research Center (PPIPM)
2. Campus Communication and Broadcasting (UKKPK)
3. Student Regiment (MENWA)
4. Scouts Unit
5. Nature and Environment Lovers Students Unit (MPALH)
6. Students' Cooperation Unit (KOPMA)
7. Spiritual Unit (UKK)
8. PMI (Red Cross) Voluntary Corps Unit (KSR-PMI)
9. Art Activity Unit (KES)
10. Sports Activity Unit (UKO)
11. Development Activity Unit for Socio-Political Discussion (WP2 SOSPOL)
12. Film and Photography Activity Unit (UKFF)
13. Student Press Unit (GANTO)
14. Career and Entrepreneurship Development Unit (UPKK)

In addition to 14 (fourteen) Students' Activity Unit organizations, Universitas Negeri Padang also has a student government under an institution called the University-Students Executive Board (BEM-U), where BEM-U is accompanied with Students Consultative Assembly (MPM) as the board of the student legislative body.

Meanwhile, at the Faculty level, there is also a student government in the form of BEM-F found in each Faculty. Whereas for the legislative body at the Faculty level, students are represented by the Student Consultative Board (BPM). Furthermore, each faculty has departments that are also equipped with student organizations called the

Department of Student Association (HMJ). This HMJ organization accommodates the activities of student organizations in each department under the faculty.

The guidance of each students' organization at UNP is carried out through the coordination of the Vice Chancellor III for Student and Alumni Affairs (WR III) with the UNP Student Affairs Department. This Student Section is led by a Section Head under the Academic and Student Affairs Agency (BAK).

Based on interviews conducted by the researchers with Student Affairs staff, through discussions with the Head of Talent Interest Section, information was obtained that all student organizations or student activity units were only 4% (four percent) of the 35,000 students who actively participated in the student organizations.

This shows that the participation of UNP students in participating in student organizations is very low. Even though the student organization is a place for UNP students to hone, improve and develop abilities *soft skill* that will be needed by students when they graduate from UNP and enter the workforce. This condition if left further will result in the weak competitiveness of UNP graduates in entering the workforce. Especially with the enactment of the free economy of Asia through the Asian Economic Community (MEA), where not only goods are free to enter Asian countries, but workers will be free to enter.

METHODS

This type of research was explanatory research. The sampling technique used *purposive sampling*. While the technique of data collection through questionnaires. The research population for the data quantitative in this study were Universitas Negeri Padang students of S1, D4 and D3 programs registered actively in the semester of July December 2018 which were in 3rd (third), 5th (fifth) and 7th (seventh) with a total of 24,395. The number of samples is 580 people with a margin of error of 20%. The types and sources of data in this study use primary data and secondary data. Data collection techniques in this study were carried out through questionnaires and documentation. The instrument in this study was to use a questionnaire with scale *Likert*. Before the questionnaire was used, the validity test and test were first carried out reliability. The

data analysis technique in this study uses factor analysis. Next is a hypothesis test with t-test and significance $\alpha = 0.05$.

RESULTS AND DISCUSSION

The first step in factor analysis is to determine the appropriate indicator value to be included in the next analysis. To conclude whether these 19 indicators are interconnected will be indicated by *Kaiser-Meyer-Olkin (KMO) - Measure of Sampling Adequacy (MSA)* and *Bartlett's Test of Sphericity*.

In this study, the KMO-MSA value was 0.934. This value is > 0.5 . This proves that there is a closeness between the indicators that are observed and can be carried out further testing. The value of *Bartlett's Test* is 5306,369 with a significance level of 0,000 which is far below the number 0.05 ($0,000 < 0,05$) indicating that there is a correlation between indicators.

Determination of the number of factors was based on *eigenvalue*. In Table 1 below can be seen *Eigenvalue*, percentage variance, and cumulative variance.

Tabel1. Determination of Total Factor

Factor	<i>Eigenvalue</i>	<i>% of Variance</i>	<i>Cumulative %</i>
Factor 1	8,080	42,525	42,525
Factor 2	1,611	8,477	51,003
Factor 3	1,322	6,956	57,959

Source: Primary Data (processed)

From Table 1, it can be explained as follows: the factor-1 has *eigenvalues* of 8.080 which means that the value represents the total variance explained by a factor of 8.080. The value of *percent of the variance* in the first factor is 42,525, meaning that this factor is able to explain variable diversity by 42,525%.

The second factor with *eigenvalue* is 1.611 which means the value that represents the total variance explained by this factor is 1.611. Variable variables indicated by the value of *percent of the variance* in this factor are explained at 8.477%.

Whereas the 3rd factor with *eigenvalue* is 1.322 which means that the value representing the total variance is explained by a factor of 1.322. The value of *percent of*

variance in factor 3 is 6.956, which means that this factor is able to explain variable diversity of 6.956%.

From Table 1 it can also be seen that from the 3 factors formed, it can explain 57.958% of the variability of the 19 indicators. If you add one more factor, then the eigenvalue value becomes less than 1, so that the addition of factors is no longer possible, meaning that the 3 factors formed are optimal. Determination of the number of factors which are formed can be seen from the table the results of the factor analysis matrix below.

Table 2. Results of Factor Analysis Matrix

Factors	Covered Indicators	Loading Value
Factor 1 Willingness and ability	X1 Realize yourself	0.634
	X2 Talent	0.709
	X3 Self Motivation	.674
	X4 Awareness	.736
	X5 Lazy Culture	0,626
	X6 Intelligence	0.785
	X7 Manual Skill	0.768
	X8 Understanding	0.651
	X9 Traits	0.612
Factor 2 Opportunity, Program and Environment	X10 Academic Load	0.539
	X11 Time	0.696
	X12 Activity Schedule	0.723
	X13 Recruitment Selection	0.656
	X16 Work Program	0.533
	X17 Program Benefits	0.587
	X18 Parental Demands	0.641
Factor 3 Social Status	X19 Public perception	.670
	X14 Economic Family	0.776
	X15 Lifestyle	0.786

Source: Primary Data (processed)

Table 2 above, it can be seen that there are three factors that influence the low participation of Universitas Negeri Padang students in participating student organizations. The factors formed are given a name based on the highest loading value in these factors and the meaning of the relation of each indicator. The three factors are:

1) Willingness and Capability Factors

Indicators included in this factor are: (1) Realizing themselves, (2) Talent, (3) Self-motivation, (4) Awareness, (5) Lazy culture, (6) Intelligence, (7) Manual skills, (8) Understanding, and (9) Traits. This factor is in the first place which affects the low

participation of Universitas Negeri Padang students in participating in student organizations activities. This can be seen from the percentage variance of 42.525%.

The indicators in this factor have a range of loading factors from 0.612 to 0.785. This means that the correlation between indicators and these factors ranges from 61.20 to 78.50. The highest correlation is in the indicators of abilities intelligence student while the correlation low is on the indicator traits or character traits. The highest loading value is on the indicators of ability intelligence student which is 0.785 or 78.50% while in other indicators the manual skill is 76.80%, awareness 73.60%, talent 70.90%, self-motivation 76.40%, understanding 65.10%, realized 63.40%, lazy culture 62.60% and traits were 61.20%.

2) Opportunities, Programs and Environment Factors

The indicators included in this factor are (1) academic burden, (2) time, (3) schedule of activities, (4) admission selection, (5) work program, (6) program benefits, (7) parents' demands, and (8) community perceptions. This factor is in the second place which affects the low participation of Universitas Negeri Padang students in participating in student organizations activities. This can be seen from the percentage variants of 8.477%.

The indicators in this factor have a range of loading factors from 0.533 to 0.723. This means that the correlation between indicators and these factors ranges from 53.30% to 72.30%. The highest correlation is in the activity schedule indicator of 72.30% while the lowest correlation is in the work program indicator of 53.30%.

3) Social Status Factors

The indicators included in this factor are the family economy and lifestyle. This factor is in the order that affects the low participation of Universitas Negeri Padang students in participating in student organizations activities. This can be seen from the percentage of variants of 6.956%.

The indicators in this factor have a range of loading factors from 0.776 to 0.786. This means that the correlation between indicators with these factors is between 77.60% to 78.60%. The highest correlation is in the family economic indicator of 77.60% while the lowest correlation in the lifestyle indicator is 78.60%.

After factoring and rotating factors, the next step is to interpret the factors that have been formed. From the results of data analysis obtained 3 factors that influence the low participation of students in organizing within the Universitas Negeri Padang.

1. Willingness and Ability

Factors Willing and ability factors are important factors that influence the low participation of students in the organization. The condition of the willingness and ability of students to organize at Universitas Negeri Padang is still in a fairly good category, this is also in accordance with the daily conditions of the participation of students to be involved in organizations is still in the average category. The indicators included in this factor are: (1) Realizing themselves, (2) Talent, (3) Self-motivation, (4) Awareness, (5) Lazy culture, (6) Intelligence, (7) Manual skill, (8) Understanding, and (9) Traits. The indicator forms a factor that is named the willingness and ability of students to participate in the activities of student organizations.

This is also in accordance with according to Slamet (2003) the emergence of participation is an expression of human behavior to carry out an action, where the manifestation of behaviour is driven by the existence of supporting factors, namely willingness which is the desire for every human to form and realize themselves in understanding, develop all talents and abilities, and improve living standards, and the ability to show the potential of people to carry out tasks or jobs.

Realizing self, talent, self-motivation, awareness and lazy culture is an attitude that arises from within to want to participate in the activities of student organizations at Universitas Negeri Padang. Intelligence, manual skills, understanding and traits are the ability of students to be involved in the activities of student organizations. The information or encouragement provided by these groups is a consideration for students to participate in the activities of student organizations.

2. Opportunity, Organization, and Environment

Factors Opportunity, organizational and environmental factors are also important factors that influence students' low participation in the organization. The conditions of opportunity, organization and environment of students to organize at Universitas Negeri Padang are still in a fairly good category, this is also in accordance with the daily conditions of the participation of students to be involved in organizations

is still in the average category. This factor shows indicators: academic burden, time, activity schedule, entrance selection, work program, program benefits, parents' demands, and community perceptions.

It is also in accordance with the by Moenir (2008), capacity (*ability*) is said to be characteristic individuals such as intelligence, manual skills, traits that are a person's potential strength to do and are stable, and also opportunities are the best situations that someone is facing where someone has a great opportunity to get the best end result. Whereas according to Sastropoetro (2007) also there are factors that influence the participation of program activities are activities planned and controlled by groups of organizations, and the state of the surrounding environment is towards what surrounds humans or environmental conditions.

Heavy academic burdens, busy lecture time, inappropriate activity schedules, and difficult entrance selection are indicators that are taken into consideration in the opportunity for students to participate in student organizations activities in Universitas Negeri Padang. Information on work programs and the benefits of work programs that are not clear is also a consideration of students participating in the activities of student organizations. Environmental factors families who provide the demand children to focus his lecture course in order to quickly finish and the public perception is not good for the organization as a waste of time to gather together, this makes the low participation of students to participate participation in student organizations at the University of Padang

3. Factor Status Social

Factors of social status in everyday life that influence the low participation of students in the organization. The economic condition of the family and the lifestyle of students to organize at Universitas Negeri Padang are still in a fairly good category, this is also in accordance with the daily conditions of the participation of students to engage in organizations is still in the average category. This factor shows indicators: family economy and lifestyle.

According to Sastropoetro (2007), there are also factors that influence the participation of program activities social status is the place or position of a person in a social group, in relation to other groups in the larger group. The family economy that comes from the upper middle class and the lifestyle of students who like to hang out in

cafes is a lifestyle that is a habit of students to make the participation of students low to participate in student organizations at Universitas Negeri Padang

CONCLUSION

Based on factor analysis, factors influence the low participation of Universitas Negeri Padang students in participating in student organizations activities which were developed into 19 indicators. These indicators were analyzed using factor analysis to reduce data into a simple data structure to be interpreted, then obtained 3 factors that influence the low participation of Universitas Negeri Padang students in participating in the activities of student organizations. The factors that influence the low participation of Universitas Negeri Padang students in participating in student organizations are as follows: (1) Willing and ability factors are the factors that most influence students because they have an eigenvalue of 8.080 and the greatest diversity of variables, (2) Opportunity, program and environment factors are in the second order that affects students with an eigenvalue of 1.611, and (3) Social status factors are in the third order that affects students' eigenvalue value of 1.322.

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