Konseling Kelompok Bagi Remaja Masjid-Scafolding

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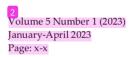
SCAFFOLDING
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GROUP COUNSELING AS AN ORGANIZATIONAL MANAGEMENT EFFORT FOR ISLAMIC YOUTH MOSQUE IN ISLAMIC EDUCATION INSTITUTIONS

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Abstract	Group counseling is a form of counseling in which some people with problems or concerns are meet in groups lead by a counseling facilitator. Group counseling is also a process of social education, where group members can gain new skills, coping strategies, and knowledge from each other. By sharing experiences and thoughts, people can learn from perspectives and solutions given by other group members. This research was carried out at the Islamic Youth Mosque (*Risma*) Al-Huda organization, Panorama Distric, Bengkulu City. This research was conducted over a period of 6 months with research data collection carried out by snowball sampling to obtain valid and reliable research data. The subjects of the study were 10 people who were members of the group. Data were collected by interview and observation techniques and then analyzed using inductive techniques. The results showed that group counseling can overcome problems felt by *Risma* Al-Huda members, can strengthen Islamic Youth Mosque (*Risma*) Al-Huda membership and can motivate *Risma* members in carrying out organizational activities. Group counseling at *Risma* Al-Huda, Panorama Distric, Bengkulu City, shared lasting benefits for organizational management by improving communication, cooperation, problem solving, people welfare, and skill development. This can help produce a positive work area, improve organizational performance, and achieve goals that have been formalized.
Keywords	Group Counseling; Organizational Management; Effort; Islamic Youth Mosque

INTRODUCTION

Group counseling is a form of counseling in which some people with problems or concerns aremet in groups led by a counseling facilitator (Rasimin & Hamdi, 2018; Ristianti et al., 2019; Winkel & Hastuti, 2006). The purpose of group counseling is to share emotional support, problem solving, and individual development with group members through interaction between members.

Group counseling provides opportunities for group members to connect with others who are experiencing uniform problems (Lubis & Hasnida, 2016). In groups, members can share experiences, support each other, share feedback, and create a joint description of the problems experienced. Group counseling can help group members feel more accepted and understood by recognizing that they are not alone in experiencing their problems. Through interaction with people who have uniform experience, group members can feel that their problems are natural and can be resolved (Prayitno, 2017; Ristianti et al., 2020).

Group counseling is also a process of social education, where group members can gain new skills, coping strategies, and knowledge from each other. By sharing experiences and thoughts, people can learn from perspectives and solutions given by other group members. This means for the group counseling facilitator to create a comfortable, confident area where group members feel safe sharing and speaking out. Safety and confidence help reduce the embarrassment, anxiety, or rejection that group members may experience. Group counseling can be a good platform to improve social and interpersonal skills. Through interaction with other group members, people can learn about efficient communication, conflict resolution, social support, and healthy bonding (Fitri & Marjohan, 2016). Group counseling urges individual development as well as person growth. Through self-reflection, feedback from group members, and collective support, group members can explore and improve a deeper description of themselves, their purpose in life, and methods of overcoming challenges.

Organization management has a very meaningful position in the success and continuity of an organization. One form is through efficient communication, organizational management facilitates good cooperation and coordination between team members, ministries, and other organizational units. This helps avoid overlap, conflict, or indecision that could limit the organization's progress (Simons & Peterson, 2000). The inability to manage the organization can be a trigger for the termination of an organization (Anam, 2019; Winardi, 2019).

Teenagers Islam Masjid or often abbreviated as *Risma* are teenagers who participate in religious activities in mosques in the context of Islam. Muslim teenagers who are active in mosques have the opportunity to deepen their description of Islam, connect with fellow Muslims, and participate in various activities related to the Islamic religion (Aslati et al., 2018; Nuwairah, S.Ag., MH.I, 2017).

One of the mosques in Bengkulu City is the Islamic Youth Al-Huda Mosque (*Risma* Al-Huda) which exists in the Panorama district of Bengkulu City. This organization has an activity program in the field of Celebration of Islamic holidays activities, which includes implementing activities to commemorate Islamic holidays, the field of developing sports attention, which includes the implementation of sports competition activities between activities, between fellow

members and with other members of youth organizations. Sports matches that are often held are football, volleyball, table tennis, and badminton. The field of social services related to social service activities and the field of human resource development, which includes LDK activities, trainings for members and other human resource development (Sintasari, 2021; Suparman Mannuhung et al., 2018).

In the nature of his journey, the Islamic Youth of Al-Huda Mosque has various obstacles that make the activities of this organization run in place. Some cases in *Risma* Al-Huda are members of organizations that are active only a few on the contrary, other members only come when there are major activities, members of the organization are still hesitant in ensuring Islamic activities that are attractive to residents and lack of coordination with mosque administrators so that miscommunication is often established which causes many members not to want to participate again in the management. From the problems encountered, therefore Group Counseling was carried out for members of the board of *Risma* Al-Huda as an effort to manage the organization of *Risma* Al-Huda.

RESEARCH METHODS

This research is a type of qualitative study where researchers participate directly with group members in conducting group counseling. The group members numbered 10 people who were members of the management of *Risma* Al-Huda in Panorama Distric, Bengkulu City. This research was conducted over a period of 6 months with research data collection carried out by snowball sampling to obtain valid and reliable research data information was taken by observation method and interviews after which were analyzed using inductive analysis methods.

RESULTS OF RESEARCH AND DISCUSSION

Result

Group Counseling will be held on February 16, 2023. Located at Al-Huda mosque, Panorama Distric, Bengkulu City. The group members are 10 people who are members of the management of *Risma* Al-Huda Panorama Distric. The group was guided directly by the researcher.

The initial activity in the Counseling Group activity is a formation session. This session aims to form togetherness, closeness and concern for group members. The activities carried out are:

1. Openly accept and thank group members for their arrival and willingness to explore activities

2. Pray Together

3. Explain the interpretation of the group tutorial to be carried out

4. Explain the purpose of implementing group tutorials

5. Describe the method of implementing group tutorials

6. Explaining the principles of group tutorials are the principles of voluntariness, openness, activity, normativeness and the principle of confidentiality if there are matters that must be kept secret

7. Carry out introductions followed by games, a series of names.

The next session in the Group Counseling activity is a Transition session that aims tosee the readiness of group members before the core session of the activity. Activities in this session are:

1. Explain the activities that will be taken in the next session.

2. Offer while observing whether the members are ready for the next session (third session).

3. Atmospheric mangulas that occur

4. Improve member engagement skills

The next session is the Activity session which is the core session in group counseling activities. There are also activitiescarried out in this session are::

1. The group leader allows members to present their cases.

2. Make sure the case to be discussed first.

3. All members of the group actively manage problems that have been agreed upon through various methods, such as: analyzing, explaining, critiquing, giving examples, expressing individual experiences, contributing recommendations, and drawing conventions and / or conclusions.

4. Interlude activity: the game "multiples of 3 dots".

Once the group has obtained solutions to various problems that arise, group counseling activities can be ended. The activities in this stage are::

1. Suggest that the activity will end soon.

2. Group leaders and group members express impressions and results of activities.

3. Mangulas advanced activity

4. Expressing messages and expectations

5. Concluding prayer

Discussion

Group counseling can provide significant benefits for organizational management. Based on group counseling activities in *Risma* Al-Huda, Panorama Distric, Bengkulu City, it was found that groups associate interactions between group members, which can improve communication and cooperation between them. Members of *Risma* Al-Huda, Distric Panorama Kota Bengkulu, learn to observe with empathy, share thoughts, and work together to achieve common goals. Communication skills and cooperation gained in group counseling can be applied in the work area, helping to build strong team bonds and improve organizational performance.

Through group counseling activities, provide a comfortable platform for members of *Risma* Al-Huda, Panorama Distric, Bengkulu City, to explore and overcome interpersonal conflicts (De Dreu & Weingart, 2003; Loganathan & Praveen Kumar, 2014). Through the facilitation of counselors, group members can learn methods of managing conflict constructively, master other people's perspectives, and build better bonds. This skill can be applied in organizational areas to reduce conflict, increase cooperation, and produce a harmonious work area.

In group counseling, members of *Risma* Al-Huda Distric Panorama Kota Bengkulu were invited to work together in dismantling problems. They can share support, feedback, and different perspectives. This collective problem solving can share new knowledge, creative solutions, and efficient strategies in experiencing challenges experienced by the organization (Dickman, 2010). Group counseling can help organizational management find better and innovative solutions (Jordan & Troth, 2021).

Group counseling helps members of *Risma* Al-Huda, Panorama Distric, Bengkulu City, to overcome individual problems and improve their psychological well-being. With better welfare, individuals in the organization want to be more motivated and passionate in doing their duties and responsibilities. This can have a positive impact on the productivity and performance of the organization in totality (Behfar et al., 2008).

Group counseling can be a good place for leadership development and interpersonal skills. Members of *Risma* Al-Huda Distric Panorama Kota Bengkulu learn to be efficient leaders, improve communication, negotiation, and problem-solving skills. This skill means in organizational management, where good leaders and employees with strong interpersonal skills can produce productive and harmonious areas (Blanton & Fargher, 2016).

In totality, group counseling at *Risma* Al-Huda, Panorama Distric, Bengkulu City, shared lasting benefits for organizational management by improving communication, cooperation, problem solving, people welfare, and skill development. This can help produce a positive work area, improve organizational performance, and achieve the goals that have been formalized (Cuppens et al., 2007).

CONCLUSION

Group counseling at *Risma* Al-Huda, Panorama Distric, Bengkulu City, shared lasting benefits for organizational management by improving communication, cooperation, problem solving, people welfare, and skill development. This can help produce a positive work area, improve organizational performance, and achieve goals that have been formalized.

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