



## IMPLEMENTATION OF ING MADYA MANGUN KARSA IN SMES IN YOGYAKARTA, INDONESIA AND COMMUNITY LEARNING CENTER IN SABAH, MALAYSIA

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### Abstract

This community service aims to explain the application of ing madya mangun karsa from Ki Hajar Dewantara's leadership trilogy to SMEs in Yogyakarta consisting of UMKM Pottery & Ceramic Crafts "Dwiyanto Ceramic," UMKM Azka Furniture Bantul, Rama Putra Motor Bantul, and schools in Malaysia namely the Community Learning Center (CLC). This abdimas method uses direct and indirect observation with interview techniques through the Zoom application. The concept used is that of ing madya man gun karst in overcoming ongoing problems and providing solutions to leaders and followers in achieving their vision and goals. Training seminars and workshops were held both offline and online. The results of the activities are the understanding and implementation of the ing madya mangun karsa leadership attitude in the Pottery & Ceramic Craft UMKM "Dwiyanto Ceramic," UMKM Azka Furniture Bantul, Rama Putra Motor Bantul, and the Community Learning Center (CLC).

**Keywords:** Ing madya mangun karsa, Ki Hajar Dewantara's Leadership Trilogy, SMEs, Community Learning Center

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### INTRODUCTION

In the current digital era, technological advances are a force in changing lives. Technology has an impact on human resources. Human resources are increasingly competitive with the technological products being created. Technological developments bring significant changes in various aspects of life, including the world of work. The challenges can be to use the right approach and increase appropriate skills to continue to compete and take advantage of changes to achieve success in an increasingly sophisticated world of work. Several vital points in facing this challenge are creativity and innovation, collaboration, increasing technological capabilities, continuous education and learning, flexibility and adaptability, ethics and human values, and time management. This point is found in one part of Ki Hajar Dewantara's Leadership Trilogy which reads Ing madya mangun karsa (Trisharsiwi et al., 2020). Ing madya man gun karma is a concept originating from Javanese culture that teaches the importance of leaders developing creative imagination in a relaxed manner to achieve organizational goals (Trisharsiwi et al., 2020). This concept illustrates that creativity should only sometimes be faced with pressure or tension but can develop better when someone is in good condition. Ing madya mangun karsa means that educators as leaders should be able to develop students' interests, desires, and abilities to be creative and work and dedicate themselves to noble and ideal ideals (Trisharsiwi et al., 2020).

Community empowerment is a process that prioritizes the creative economy; it is necessary to explore and hone the potential for creativity, innovation, and invention within society (Habib, 2021). The community service team conducts observation activities to help identify problems that occur and

develop solutions with efforts that can improve performance. Observations were carried out directly on SMEs in Yogyakarta (Figure 1). The observations on SMEs revealed several problems regarding limited capital owned by SMEs, high competition, limited managerial skills, ineffective marketing, and limited resource capabilities. A need for more professionalism in building SMEs can cause it.

Apart from that, part of my community service is simultaneously conducting remote observations with the Community Learning Center (CLC) in Sabah, Malaysia. CLC is an institution or learning centre that aims to provide education, training, and resources to the Community of children of Indonesian workers (Figure 4). The aim is to focus on increasing access to education and training for individuals, which also involves the Indonesian government in its implementation. The results of online observations showed several problems regarding the lack of enthusiasm of students to go to school, which resulted in one student choosing not to go to school; the students' parents were less open to the existence of schools, which caused them not to provide support to students, educators have limited creativity in teaching. Observations carried out by the service team directly or indirectly offer opportunities to overcome and develop solutions to problems.

The problem in the current era of globalization is the emergence of a leadership crisis where people become doubtful and do not trust leaders because currently, many leaders no longer use themselves as role models, role models, leaders no longer serve, are not visionary, and even goals have deviated from which should be a personal goal (Marliani & Djadjuli, 2019). Apart from that, supporting factors for habituation and example are needed, as well as a vision and mission, especially in schools, namely cooperation and open communication with school members in various school activities (Sari et al., 2022). The results of research conducted by (Prayekti, 2018) show that the Leadership Trilogy Concept is very appropriate to apply to improve the knowledge-sharing climate to increase Innovative Culture. Through this Abdimas, the Abdimas Team is trying to apply the *Ing madya man gun karma* concept to be used very relevantly in the context of UKM (Small and Medium Enterprises) and schools.

The implementation of *ing, also sung tuladha* in community empowerment, includes providing role models for the Community, namely a leader in society who does not always have a formal status; the Community recognizes them because of their exemplary spirit and charisma in community relations (Widikuseno & Sudarsih, 2021). The culture of Indonesian society is Community in nature; community members will follow the behaviour of their community leaders, so the exemplary element of a leader is needed to influence and mobilize community members (Widikuseno & Sudarsih, 2021). Implementing *ing madya mangun karsa* (amid building desires) can be done by motivating residents and encouraging community members to achieve their goals (Widikuseno & Sudarsih, 2021). Third, *tut wuri handayani* (behind encouraging) by guiding people's desires while facilitating the achievement of the people's desired goals (Widikuseno & Sudarsih, 2021)

Implementation in SMEs consists of increasing product and service creativity, flexibility in doing business, collaboration, skill development and business ethics. Meanwhile, school implementation includes creative education, relevant curriculum, character development, sustainable education, and

teaching ethics. This Abdin  
in MEs and organizations  
compete effectively in an in

## METHOD AND PROCE

Based on the results  
need for more progress fr  
observations were simulta

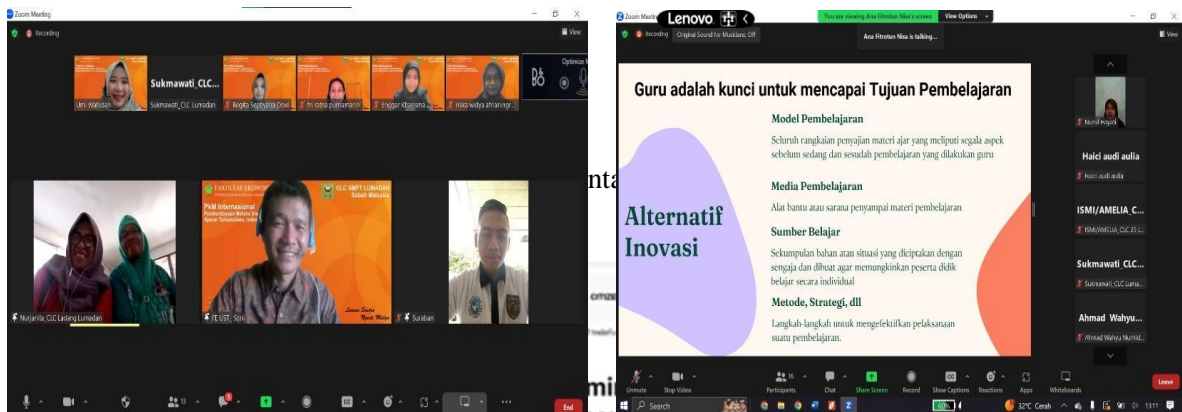


Madya Mangun Karsa concept  
adaptability and the ability to  
ent.

Based on the results of observations, there are facts regarding the  
on crisis. Meanwhile, remote  
m application with interview  
techniques with representatives of 3 teachers. The fact that occurs in the field is that there are still many  
teachers who could be more effective in the world of education, which causes students to be less  
interested in learning. Several factors that cause this problem are due to (1) inadequate teacher  
qualifications; (2) teaching methods that are less interesting and creative; (3) lack of resources such as  
books, facilities, and teachers; (4) students experience social and economic challenges; (5) teacher  
motivation and enthusiasm.

To overcome the problems that occur in CLC and UKM, they hold seminars and training  
workshops to overcome the issues that are currently happening. This solution was implemented in  
meetings and training seminars with the theme Ki Hajar Dewantara's Trilogy at ing madya mangun  
karsa, such as setting an example for leaders and teachers to increase innovation and creativity and  
develop the ability to attract the interest of others. With this, CLC and UKM can convey problems that  
will help to find solutions. Meanwhile, sharing session activities can increase understanding of CLCs  
and UKMs in optimizing creativity for achievement. The CLC attended this activity, along with  
representatives of parents and students and UKM, which consisted of leaders, employees, and one of  
the customers. After the activity runs smoothly and can be understood, the training will be carried out  
according to the theory and directions given. The results of activities in UKM can create solutions to  
overcome problems and be processed into articles published in online newspapers to increase literacy  
for human resources, distribute information, and even add solutions to the issues that occur. One of the  
articles was uploaded to an online newspaper with a link to the Implementation of the Leadership  
Trilogy "Ing Madya Mangun Karsa" in the Pottery & Ceramic Crafts MSME "Dwiyanto Ceramic"  
Jurnalpost (Figure 3). Meanwhile, in CLC, the results of observations can determine what problems are  
occurring so that they can provide solutions for the issue to be resolved.

Figure 1. Direct Observation



### Karisa Pada UMKM Kerajinan Gerabah & Keramik "Dwiyanto Ceramic"

15 Juni 2023



JurnalPost.com - Ing Madya Mangun Kariso salah satu trilogi kepemimpinan dari Ki Hadjar Dewantara, yang artinya apabila menjadi seorang pemimpin maka ditengah-tengah harus mampu memberikan bimbingan atau arahan yang baik terhadap pengikutnya, tetapi kepemimpinan bukan hanya memberikan contoh atau dorongannya saja, sebagaimana pemimpin harus memiliki peran dan tanggung jawab untuk memimpin karyawannya agar mewujudkan tujuan secara bersama.

Dalam kegiatan pengabdian masyarakat yang dilaksanakan pada hari Kamis, 1 Juni 2023 bertemakan di UMKM Kerajinan Gerabah Kasongan yaitu usaha yang dimiliki oleh Bapak Eko Purwanto yang bergerak di bidang produk kerajinan Gerabah dari bahan tanah liat berlokasi di daerah Kasongan, Bantul, Daerah Istimewa Yogyakarta. UMKM ini didirikan pada tahun 1989 diberi nama "Dwiyanto Ceramic".

Usaha ini memproduksi berbagai jenis barang yang terbuat dari tanah liat seperti gerabah, anglo

Figure 3. Output of Online Newspaper Publication Result



Figure 4. Community Center Learning  
Source: (Silnkotakinabalu.sch.id, 2023)

## RESULTS

Community service program with the theme of madya mangun karsa from Ki Hajar Dewantara's leadership trilogy to overcome problems in UKM and CLC. Community service programs are implemented using online and offline training seminars and workshops. Seminars and training workshops as a forum for knowledge for UKM and CLC to solve current problems. This activity was attended by UKM leaders, UKM employees, teachers, representatives of student parents and their students. These activities can run smoothly with the help of external parties to help overcome the problems.

By inviting presenters who know Ki Hajar Dewantara's Leadership Trilogy, it is hoped that they can contribute and explain the material in a complete, concise manner that can be imitated or followed and is easy for respondents to understand. The speakers were Ana Fitrotun Nisa (Master of Basic Education), Ignatius Soni Kurniawan and Tri Ratna Purnamarini (Management Study Program), Umi Wahidah (Accounting Study Program), and Sudin Bin Ladda (Marketing Program, Universiti Malaysia Sabah).

The solution went through several stages. The first was providing material simultaneously through seminars and workshops regarding ing madya mangun karsa from the Ki Hajar Dewantara leadership trilogy. Those participating in this activity are expected to be active and share the problems currently occurring in UKM and CLC to find the right solution. This activity can be used as a forum for frequent sessions between fellow members and users so that good communication can be established and ideas can be exchanged between each other. The next stage is training if the ing madya mangun karsa material has been received and understood.

This training helps follow up on the knowledge and apply it to problems. It can be seen how someone wants to develop or does not develop. People who want to improve will research and focus on training to find solutions. On the other hand, people who do not want to establish will not follow closely. This series of activities is carried out optimally so that the material presented can be understood and used as evaluation material for each company. A teacher can improve the quality of teaching and motivate students to learn better by changing teaching with creativity and innovation so that students are interested in learning, creating a pleasant learning environment, having a good way of communicating, giving praise to students to motivate them, recognizing students' potential so that learning can follow, and being open to students about learning ideas and involving parents in building enthusiasm for learning. Meanwhile, UKM leaders can build confidence in the work environment to support a positive environmental culture by involving employees in providing input and suggestions, holding training to develop capabilities, helping employees develop their abilities, and creating

leadership methods with high integrity and ethics. In creating organizational trust

In this activity, it is hoped that respondents can be more active in finding out what is needed in the field. Judging by its implementation, respondents are more active in overcoming current problems. Apart from solving their problems, respondents can also improve their skills by applying their knowledge of Madya man gun karma. Apart from that, if UKM and CLC still cannot solve the problem, it can be conveyed to the presenters so that it can be resolved according to needs in the field. So that the problems faced can be resolved during the activity. The results of community service are published in online newspapers to convey solutions to current problems.

## CONCLUSION

Community service activities are carried out at Yogyakarta UKM, which consists of the Pottery & Ceramic Crafts MSME "Dwiyanto Ceramic", Azka Meubel Bantul MSME, Rama Putra Motor Bantul and schools in Malaysia, namely the Community Learning Center. Observation results show that many leaders still have a way of dreaming that does not support and provide direction to build innovation and creativity in developing a positive work environment. Based on the results of implementing community activities in the form of seminars and workshops for training leaders and followers using the application of Ing Madya Mangun Karsa from Ki Hajar Dewantara's Leadership Trilogy. The solutions suggested by community service can solve current problems and improve the quality and capabilities of UKM and CLC.

Community service provides suggestions for the UMKM Pottery & ceramic crafts "Dwiyanto Ceramic", UMKM Azka Meubel Bantul, Rama Putra Motor Bantul, and the Community Learning Center (CLC) to implement ing madya mangun karsa in implementing leadership to make leaders improve quality and creativity in creating good environment. Leaders with an attitude of creativity, innovation, and quality development can inspire enthusiasm and even encourage their followers to improve. This suggestion can be applied to SMEs and CLCs to achieve their goals.

## ACKNOWLEDGMENTS

Gratitude is conveyed to (1) the party who deserves to receive the greeting; (2) To the board or person who helps the Service to the Community; (3) To providers of funds, facilities, materials, or suggestions.

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