



Contents lists available at [openscie.com](https://openscie.com)

Indonesian Journal of Community Services Cel

Journal homepage: <https://ijcomcel.org>



## *Self Leadership* Training in Emotion Management for Persit Kartika Candra Kirana (KCK) Branch 3 Dispsiad Members, Bandung, West Java

Pretty Diawati<sup>1</sup>, Hesti Sugesti<sup>2</sup>

<sup>1</sup> Program Studi D4 Manajemen Perusahaan, Sekolah Vokasi Universitas Logistik dan Bisnis Internasional (ULBI), Bandung, Indonesia  
[prettydiawati@ulbi.ac.id](mailto:prettydiawati@ulbi.ac.id)

<sup>2</sup> Program Studi D4 Manajemen Perusahaan, Sekolah Vokasi Universitas Logistik dan Bisnis Internasional (ULBI), Bandung, Indonesia  
[hesti@ulbi.ac.id](mailto:hesti@ulbi.ac.id)

\*Correspondence: E-mail: [prettydiawati@ulbi.ac.id](mailto:prettydiawati@ulbi.ac.id)

### ARTICLE INFO

#### **Article History:**

*Received 08 Jan 2023*

*Revised 06 Feb 2023*

*Accepted 09 Feb 2023*

*Published 17 Feb 2023*

#### **Keywords:**

*Emotion Management,  
Persit Kartika Chandra Kirana  
(KCK) Branch 3 Dispsiad,  
Self Leadership.*

### ABSTRAK

Persit KCK Branch 3 Dispsiad Branch III PG MABESAD, is a Persit organization (Army Wives Association) which is under the Army Psychology Service located at Jalan Sangkuriang No. 53 in the city of Bandung, West Java. Her mission is to create harmony among all the soldiers' wives in the Dispsiad environment. In an organization, the diversity and differences that each individual brings will create the characteristics and personality of each individual to make it colorful in the interactions between fellow persit members so that each persit member is expected to be able to control herself. Problems that may occur can be caused by miscommunication between individuals which is a factor in the emergence of differences of opinion, disputes, and even disputes which is contrary to the purpose of establishing Persit KCK which is based on kinship. Based on this, there is a need for training for first mothers in cultivating a soul to lead themselves, especially in managing emotions so that they can minimize or even eliminate unexpected things. Emotional management training for Persit KCK Branch 3 Dispsiad has an impact on increasing Persit's ability to control himself, show trustworthiness, behave with sincerity, have an adaptable attitude, and have a high ability to innovate so that he can be accepted in a social environment.

## 1. Introduction

Persit Kartika Chandra Kirana (KCK) is an organization that was founded on April 3, 1946 in Puwraakarta City, West Java Province which was founded on the idea of Mrs. Ratu Aminah, at the beginning of its establishment it was named the Persatuan Istri Tentara Angkatan Darat. The organization that was founded on the 1945 Constitution and Pancasila has developed over time with a very important role in supporting the husband's duties in protecting and defending the sovereignty of the Unitary State of the Republic of Indonesia.

Persit KCK Branch 3 Dispsiad Branch III PG MABESAD, is a persit under the Army Psychology Service located at Jalan Sangkuriang No. 53 City of Bandung. Persit Kartika, who has a role and function, also has the main task of maintaining friendship and harmony between all soldiers' wives within the Army Psychology Service.

Based on observations of several members persit there are a number of things that are faced when interacting with other fellow members, namely one of the obstacles in understanding the characteristics of other member persit (Susilowati, 2011), obstacles in communicating which sometimes occur misunderstandings, which can have an impact on the unfavorable relationship that exists (Putra, 2018), especially if the existing problems are getting sharper causing disputes and divisions. Emotional intelligence is the ability to recognize the meaning of emotions and their relationships and use them to solve problems. This ability includes the capacity to understand emotions, and feelings associated with emotions and understand information about these emotions, and manage them (Winarno, 2008).

Syafri, (2015) said that one indicator of the success of an organization is that the organization is responsive to its environment. This requires steps that need to be taken by managers in anticipating problems that will arise as a result of changes in the organization's external environment by taking strategic actions (Mulyono, 2012). The importance of leadership by Kanungo (1988) cited (Mulyono, 2012) that the quality of leadership is related to the existence of an individual in an organization where the members of the organization accept and submit to the influence of that individual. Aristayudha & Richadinata (2020) state that self-leadership is a series of processes that are used by individuals to control their own behavior. Self-leadership can be interpreted as an understanding of self-influence that tends to direct a person towards action in doing work that is naturally motivating. Self-leadership has a positive effect on reducing burnout (stress caused by work), increasing emotional intelligence, and self-regulation (Marpaung et al., 2019). This requires the ability of each persit member to lead themselves (*Self Leadership*) (Sawitri, 2018), especially in managing emotions so that if at one time something unpleasant happens or even makes persit members feel disturbed by the circumstances in the environment wherever they are, whether in at home, in the community, at the office and within the organizational environment of persit members can control themselves well so that problems that arise can be handled properly (Gustomo, et al., 2013). A process that involves someone's control and influence through their own behavior based on certain behavioral and cognitive strategies (Rembet et al., 2023). According to Sukrajap (2017) *Self Leadership* is a very influential factor in the way a person acts, especially in terms of making a person more enthusiastic in carrying out an activity or job, providing a commitment to progress. In this case, self-leadership which is seen as an agenda carried out by individuals so that they can show performance beyond what is expected is part of the individual's efforts to motivate themselves (Risma, 2012).

## 2. Metode

The implementation of PkM (Community service) activities was carried out on Tuesday 6 December 2022 at the Dispsiad Upala building which was attended by 87 Persit members. There are various methods in carrying out PkM activities, namely the initial stage by making observations before the implementation of PKM to training participants, giving an initial test, followed by presentation of the

material then simulation and ending with a final test (posttest) after the presentation of the training material. The PkM method can be seen in Table 2.1

**Table 1.** PKM method in details

Program	Indicator	Criteria	Instrument
Pre-test	Initial understanding: 1. The concept of self-control, 2. Trustworthy characteristics , 3. Serious behavior , 4. Ability to adapt, and 5. Attitude of innovation .	Presentage of the results of the participants' answers : 76%  80%  56%  74%  52%	1. Questionnaire
Material presentation		Material on the basic concept of <i>self-leadership</i> and managing emotions	1. Presentation Slides
Post-test		Increased understanding of the basic concepts of <i>self-leadership</i> and managing emotions	1. Interview 2. Questionnaire

Source: Processed by the Author 2023

Based on table 1, the results of the PkM activities that have been carried out consist of Pre-Test activities, namely the presenter gives 10 items of questions made in the form of a questionnaire, while the questionnaire contains questions based on indicators contained in table 1. The purpose of giving the pre-test is to find out participants' initial understanding of the concepts of emotion management and based on the results of the participants' answers it can be seen that the indicators for reliability have the highest presentation and innovation obtains the lowest results. The next stage is the delivery of material using the lecture method containing material in the form of presentation slides, and the final stage after the material is delivered is to give a post-test with the same question items when conducting the pre-test. This aims to evaluate changes in knowledge of the material that has been presented, in addition to conducting interviews with 10 randomly selected participants, each participant is given the opportunity to answer questions raised and answer directly (oral).

### 3. Results and Discussion

Based on the results of the implementation of the PKM that has been carried out, it can be done by comparing the results of the achievements before and after the activities are carried out. the success of the activity can be measured by the visible changes in the increase in the knowledge of the training participants. In detail, program evaluation can be seen in table 3 below:

**Table 2.** Achievement Evaluation Indicator

Program	Indicator	Criteria	Instrument
Self Leadership training in managing emotions at Persit KCK branch 3 dispisad	1. Increased knowledge of self-control, 2. Increased knowledge and trustworthiness, 3. Increased knowledge and seriousness , 4. Increased knowledge of how to adapt properly and easily adapt, and 5. Increased knowledge to always innovate.	Increased understanding of the basic concepts of self-leadership and managing emotions:  76% to 89% 80% to 93% 56% to 85% 74% to 87% 52% to 75%	1. Interview (Interviews were conducted by taking 10 trainees as a sample, given questions orally and answered directly (7 participants answered all questions and 3 participants answered incorrectly) 2. Questionnaire (several question items according to the indicators to be achieved by answering in accordance with selecting answers that are already available)

Source: Processed by the Author 2023

Based on table 2, it can be seen that there is an increase in the knowledge of the trainees regarding emotional management. This is measured based on existing indicators by calculating the difference between the results of the posttest and the pretest. knowledge of seriousness by 31%, knowledge of how to adapt by 13% and knowledge of innovation by 23%. As for increasing knowledge based on interviews, namely participants can answer questions given by presenters totaling 5 items of case study questions that must be solved, while the questions given are according to indicators only when participants answer by giving opinions and analysis of the cases asked, out of 10 participants who became a sample of 7 participants answered all 5 questions correctly and 3 other participants answered incorrectly.

#### 4. Conclusion

The conclusions show that self-leadership is very much needed in social interactions carried out in an organizational environment, including members of the Persit KCK 3 dispisad, among the self-leadership that must be possessed is that in managing emotions it can be implemented through 1) self-control, 2) showing trustworthiness, 3 ) serious behavior, 4) capable and adaptable attitude, and 5) attitude and ability to innovate so that it can be accepted socially. Where the results of PKM (community service) activities for Persit members make a positive contribution to an increase in the knowledge of Persit members to be able to manage emotions well to encourage the achievement of organizational goals effectively.

#### 5. Reference

- Aristayudha, A. A. N. B., & Richadinata, K. R. P. (2020). Self Efficacy Sebagai Mediasi Antara *Self Leadership* Dan Entrepreneur Performance Pada Wirausaha Muda Denpasar. *E-Jurnal Manajemen Universitas Udayana*, 9(11), 3580. <https://doi.org/10.24843/ejmunud.2020.v09.i11.p08>
- Gustomo, A. (2013). *Pengaruh Nilai-Nilai Personal, Gaya Kepemimpinan dan Budaya Organisasi terhadap Kepuasan Kerja Karyawan*. 1–10.
- Marpaung, M. P. U., Suza, D. E., & Arruum, D. (2019). Peningkatan Etos Kerja Perawat Pelaksana Melalui Pelatihan Self-Leadership. *Jurnal Kepemimpinan Dan Manajemen Keperawatan*, 2(2), 51. <https://doi.org/10.32584/jkmk.v2i2.362>
- Mulyono, F. (2012). *Self Leadership : Sebuah Pendekatan*. *Bina Ekonomi*, 16(1), 35–49.
- Putra, I. M. (2018). Pengaruh *Self Leadership* dan Komitmen Organisasional terhadap Kinerja Karyawan di Hotel Four Points by Sheraton.. *E-Jurnal Manajemen Unud*, 7(8), 4237–4266.
- Rembet, I. Y., Wijayanty, C. D., & Susilo, W. H. (2023). *Pengaruh Pelatihan Self Leadership Terhadap Clinical Leadership Competency Perawat Pelaksana Di Dua Rumah Sakit Umum Swasta Tipe C Provinsi Sulawesi Utara Received : 23 August 2022 ; Revised : 12 October 2022 ; Accepted : 17 December 2022 DOI : http://dx. 09(January)*, 421–436.
- Risma, D. (2012). Pengaruh Kecerdasan Emosional Terhadap. *Fokus Ekonomi*, 01(1), 86–97. <http://stiepena.ac.id/wp-content/uploads/2012/11/pena-fokus-vol-4-no-2-40-45.pdf>
- Sawitri, D. (2018). Hubungan *Self Leadership*, Self Efficacy dan Kecerdasan Intelektual Terhadap Kinerja Karyawan pada Badan Pendapatan Daerah Kabupaten Mojokerto. *Jurnal Manajemen Dan Bisnis Indonesia*, 6(1), 76–90. <https://doi.org/10.31843/jmbi.v6i1.184>
- Siagian, S. 2002. *Manajemen Sumber Daya Manusia*. Jakarta: PT Bumi Aksara.
- Suranta, S. 2002. Dampak Motivasi Karyawan Pada Hubungan Antara Gaya Kepemimpinan
- Sukrajap, M. A. dan D. H. H. (2017). *Analisis Pengaruh Pelatihan Self- Kabupaten Gunung Kidul Yogyakarta*. VII(1), 94–106.
- Susilowati, D. (2011). *Kecerdasan emosi mahasiswa ditinjau dari keaktifan berorganisasi*.
- Syafri, W. (2015). *Manajemen Sumber Daya Manusia Dalam Organisasi Publik* (Vol. 4, Issue 1). IPDN PRESS.
- Winarno, J. (2008). Emotional intelegence sebagai salah satu faktor penunjang prestasi kerja. *Jurnal Manajemen Maranatha*, 8(1), 1–8. <https://journal.maranatha.edu/index.php/jmm/article/view/195>