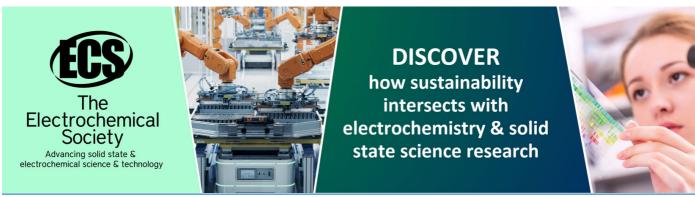**PAPER • OPEN ACCESS**

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Dynamics of *Unit Kegiatan Mahasiswa* Organization in Makassar (Case Study at STIM Nitro and STMIK Handayani)

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Abstract. This study was conducted to determine the factors that influence the dynamics of the organization. The focus of the analysis in question is especially on students who are active in one student organization and then move to another organization on student activity unit at university in Makassar (case study on STIM Nitro and STMIK Handayani). The research methodology used is qualitative descriptive approach. Approach method is used to determine the factors that cause the move of students from the unit kegiatan mahasiswa (UKM) to the one unit kegiatan mahasiswa (UKM) to another. The results of the research analysis indicate that the reason for the students to move other UKM students is due to factors: 1). communication; 2). Not relevant to the field of science. Factor Communication among fellow administrators is considered ineffective, thus causing the move of UKM. The second factor indicates that the student experience in a particular UKM will be maximized according to the field competency at the selected concentration.

1. Introduction

The existence of Student Activity Unit (UKM) is very important for students to prepare themselves to enter the world of work in the future. However, there are still many students who have not optimized the existence of UKM as a place to learn practically regarding the organization. Excellence of students following UKM activities compared with students who do not follow is the readiness or accustomed to the student in conducting the meeting, solve problems, carry out the work program responsibly and the final accountability of an activity. Although this activity should get full support from the university leadership elements through the student affairs representatives.

The following data shows the level of student participation in UKM organizations at two universities:

Table 1. Student Participation UKM in STIM Nitro and STMIK Handayani

Number	Name Of Higher education	Number of Students		Percentage
		The Total	Join UKM	
1	STIM NITRO	1660	498	30%
2	STMIK Handayani	985	296	30%

Source: Student Section

Both universities STIM Nitro and STMIK Handayani there are 30% of students who are active in UKM activities. Seeing the low interest of students organizing in two high schools means students have not been able to optimize the facilities of student organizations provided by the management of universities. The relationship between corporate culture and organizational performance can be explained in Tiernay's organizational culture diagnosis model that the better the quality of factors in organizational culture the better the organization's performance [1]. Which means that it is important to have organizational culture factors to instill good values to members so that the organization's performance can increase. Conversely, if the oraganisasi in still values or organizational culture is negative, members will be reluctant and the impact of organizational performance will decrease. Some of the values of organizational culture are negative or inappropriate, that is, solve problems with physical matches, stay overnight on campus, using dress that is not polite. These values if still exist in the organization will cause some members are reluctant to move in the organization resulting in decreased organizational performance because the vision is not achieved. The results of Chatman and Bersade [2] and Bintoro [3] stated that strong organizational culture can improve organizational performance. Indicates that the organizational culture is committed in a committed manner to all elements of the organization or part of the organization, so that those who undertake a moderate rewards who do not implement will get sanction or punishment can improve organizational performance.

Table 2. UKM STIM Nitro and STIMIK Handayani

No	UKM Business	UKM in NITRO	UKM in STMIK
1	High school core concentration	Nitro Banking Club	Creative Enterpreneurh of OfTechnologi (CEOTECH)
2	Science and computer	Nitro Science and Technology	Trash Team Robotik STMIK Handayani
3	Sports	Nitro Sport Club	Handayani Club
4	Bulletin	Camel Buletin	-
5	Religious	PersatuanMahasiswa Kristen	PersatuanMahasiswa Kristen
6	Religious	IKBMN	LembagaDakwahKampus Forum KajianMahasiswa Islam(LDK-FKI)
7	art	Nitro Art Club	-
8	Nature Lover	Nitro PecintaAlamAfiliasi	Mapala STMIK Handayani

Source: Student Section

There are eight UKM provided at STIM Nitro, so students can channel their interests and talents so that they can apply the theories obtained. While in STMIK Handayani, the concentration of computer field provides six UKM. The role of leadership has a strategic position within an organization. Handoko (2001) states that the reality of leaders can affect satisfaction, comfort, security, trust, and especially the level of achievement of an organization. Leadership also affects organizational performance. If weak leadership can result in organizational conflict, which ultimately affects the declining performance of the organization.The formulation of the problem, What causes the student to move the organization (UKM) because of factors (1) Personal differences, (2) Information Deficiency, (3) Roles Non-Conformity, (d) Environmental Pressure.

2. Methods
This research is done through qualitative approach, because (1) it is difficult to get the respondent who moved the organization, let alone who moved by reason of organizational conflict. (2) Respondents obtained only in two high schools namely STMIK Handayani and STIM Nitro of Makassar, Indonesia.

3. Discussion

Whetten and Cameron in Luthans [4] explain further and propose four sources of interpersonal conflict; (a) Personal differences. Everyone has a unique background because of the process of growth, family and cultural traditions, and the process of socialization, (b) Information Deficiency. Sources of conflict arise from communication failures within the organization, (c) Roles Non-Conformities. These types of interpersonal conflicts stem from intreredividual and inter-group conflict, (d) Environmental Pressure. This type of conflict can be clarified with a pressing environment. In environments with scarce or shrinking resources, there is a high competitive or uncertainty pressure. Some things that cause students to move from UKM to other UKM derived from the results of interviews on some students are; (2) the failure of communication within the organization, (3) Students already have needs but still want more needs and UKM are not able to provide the needs, and (4) the UKM are implementing standard that is too high or difficult to achieve by students. Groups that exist within the organization greatly affect the social interaction between members of the organization. In the organization often occurs conflict between individuals with individuals, individuals with groups and groups.

Table 3. Interview with STMIK Handayani informant

Informant	Statement	Class
Fd	FKMI, I was originally in the middle of it, but the thing I wanted to ... (unclear though it can be classified on the nature of doubt)	1
Shr	(a) because I feel less fit in the first UKM, (b) Exam (outdoor) is too heavy	2 2
Ad	Because the science I can in UKM I want to apply in the set.	4
UA	(a) Since I am more commonly developing in UKM now (b) because there is an external problem, and (c) lack of good communication among administrators in the old organization.	2 3 2
Hd	Since since in the previous UKM I am still a freshman, so I hesitate to be a BEM management is still less common. If it is because in the UKM I now more kejurusan own.	1
E Y L	Want to look for more experience and prefer to be a member of the board.	4
D W	(a) can not be too responsible in previous religious UKM and (b) it is time to serve in himpunnan because it was previously limited to a low IPK.	1 3
K	because basically the first UKM for computer training but there is rarely any training then I moved from UKM	4

Source: data processed

Based on table 3 it is stated that the cause of the students moving the organization is in the second category which means information deficiency means that UKM in STMIK Handayani have not been able to communicate the vision of the organization's mission well to each student so that the students do not know and clear about the product produced by UKM –UKM.

Table 4. Interview result of STIM Nitro informant

Informant	Statement	Class
A K R	(a) Feeling incompatible with the vision and mission of the organization,	2
	(b) Disliking the seniors to give direction, and	3
	(c) think juniors are worse than seniors.	3
E D	(a). busy undergoing regular exercise routine in other clubs so that UKM business become unfinished,	4
	(b) not following UKM numbering due to collision with match schedule di luarkota.	2
I M	(a)because in the UKM that I occupy the first less its cooperation, and	3
	(b) the secretariat is often closed.	3

Source: data processed

Based on table 4 the most dominant reason is the Risk Incompatibility. This conflict usually arises in terms of interpersonal, where weakness is the ability of students in solving problems themselves. Though it is very important for students can solve problems without the help of others.

4. Conclusions and Suggestions

UKM is actually a place to learn students to conduct organizations that are nonprofit and profit oriented. But in running the organization, students encounter problems that he said cannot be resolved in an organization that affects the transfer of students to other UKM. The cause of STMIK Handayani students moving UKM is information deficiency, and STIM Nitro students are caused due to role mismatch. The advice given is:

a. The students of STMIK Handayanishouldstrengthening the organizational basis and strengthening the institutional UKM so that students can run the wheel of the organization in accordance with the rail.

b. Students of STIM Nitro; conducting intensively workshops and seminars on building character for the person

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