

ACCOUNTABILITY REPORT

FOCUS GROUP DISCUSSION

**"Develop loyalty in Keluarga Mahasiswa Nahdlatul Ulama (KMNU)
Universitas Pendidikan Indonesia "**



PRESIDENT UNIVERSITY INDUSTRIAL ENGINEERING 2021

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Table of Contents

CHAPTER I.....	3
INTRODUCTION.....	3
1.1 Background.....	3
1.2 Objectives.....	4
CHAPTER II.....	5
CONTENT OF FOCUS GROUP DISCUSSION.....	5
2.1 Detail Information	5
2.1.1 Event Description	5
2.1.2 Event Theme.....	5
2.1.3 Date, Time, and Venue	5
2.1.4 Target Participant.....	5
2. 2 Event Rundown	5
2.3 Committee Structure	6
2.4 Event Financial Budgeting.....	6
2.5 Review of The Event.....	6
2.5.1 Problem and Obstacle	7
2.5.2 Solution	7
2.5.3 Recommendation	7
CHAPTER III.....	8
CLOSING.....	8
3.1 Closing.....	8
LETTER OF AUTHORIZATION	9
ENCLOSURE I.....	10
ENCLOSURE II	11
ENCLOSURE III	12

CHAPTER I

INTRODUCTION

1.1 Background

The existence of this pandemic has an impact on almost all sectors, including the education sector. A few weeks after a positive case of COVID-19 was found, education agencies made policies to break the chain of spreading this outbreak. The policy is to eliminate face-to-face learning and replace online learning. This online learning aims to prevent the spread of the corona virus through direct interaction between many people.

Apart from having an impact on academic activities, this pandemic also has an impact on student non-academic activities. Organizational activities and the implementation of student events were also disrupted due to this pandemic. In fact, almost all student events that have been planned are in danger of being postponed and cannot be held in the near future. One of the student organizations affected by this pandemic is KMNU, Universitas Pendidikan Indonesia, Purwakarta.

The impact that could be felt by the KMNU organization was that communication between the committee was disrupted because the communication medium was only carried out online. This is certainly a challenge because the committee cannot gather and conduct face-to-face meetings. In addition, the committee also could not carry out the preparation and implementation activities directly in the field so that the development of each event could not be as optimal as normal conditions. The most influential impact on the Organization is that many events will have to be postponed next year due to unfavorable conditions and for the sake of mutual safety.

The outbreak of this virus poses a challenge for the KMNU committee to continue the process for the betterment of the organization and also have to think about the concept of an organization so that it remains mature in the middle of a pandemic. The committee needs to do something to face these challenges.

Human Resource Management or can be abbreviated as HRM is defined as a human resource assistance system within the organization or more precisely in all positions. The system is based on needs and arrangements, but still based on broadly the same human resource management. In

another definition it is said that human resource management is a method for assisting human resources for operational operations

In other words, the absorption of human resources as management in the organization is also inseparable from this method. Then during the process of their assignment, the administrators must also continue to follow the method of organization established by a community.

HRM bridges the gap between the employees and the management of an organization. Operating a successful organization requires a good HRM which is dedicated to the progress and growth of the organization. A balanced HRM is critical to the productivity and synergy of the organization. An effective HRM allows organizations to tackle human resource issues strategically. HRM supports in attracting and retaining competent employees, helps the organization's leaders and employees in adapting to organizational change, and enables the adoption of technology. HRM play a critical role in managing employees, helping them to work effectively and creatively to help their organisation to attain a competitive advantage in their organization.

1.2 Objectives

The objectives of this event are:

1. Managing human resources as an important asset in a community of KMNU.
2. Aligning human resource management policies with organizational development policies and strategies.
3. Developing a human resource policy according to the procedures made as a community commitment.
4. Supports team performance and cross-division cooperation.

CHAPTER II

CONTENT OF FOCUS GROUP DISCUSSION

2.1 Detail Information

2.1.1 Event Description

Focus Group Discussion is an event that will be conducted based on the Assignment of Industrial Organization Design and Human Resource Management. This event will be held on Wednesday, 28th March until April 11th 2021 in order to gather with the community of KMNU with hope it can strengthen and find solution and the conducted at Zoom Meeting.

2.1.2 Event Theme

Name of Event : **Focus Group Discussion**

Title : Develop loyalty in KMNU

2.1.3 Date, Time, and Venue

Date : March 28th - April 11th, 2021

Time : 10.00 AM – 12.00 PM

Venue : Google Meet

2.1.4 Target Participant

Head of Division from KMNU

2.2 Event Rundown

ENCLOSURE I

2.3 Committee Structure

Project Manager	: Muhammad Pajrul Palah	004201900069
Vice Project Manager	: Abdul Siddiq Saminan	004201900059
Secretary	: Richie Ardhi Annaas A.	004201900015
Trea	: Mingze Tang	004201900067
Event Organizer	: Dimas Bagus setyawan	004201900036
	: Ravael Joshua Toloh	004201900009

2.4 Event Financial Budgeting

ENCLOSURE II

2.5 Review of The Event

The Focus Group Discussion program ran smoothly and was fully implemented. The first event was an introduction and at the same time asked for permission from the head of the KMNU community to convey the intent and purpose of holding a meeting through the Google Mee platform, to fulfill the IOD and HRM course assignments in the form of sharing with the community to develop and apply the knowledge of Human Resource Development and our goal, namely to develop the loyalty of the KMNU community. And at the second event, which is holding discussions on three different topics related to online loyalty development through the google meet platform. The second meeting was successful and went well. Then in the third event, namely the conclusions of the discussion results and the questionnaire respondents that we made as a presentation material for the KMNU community in developing their loyalty and we also provide some suggestions in the form of programs that can be applied in running the KMNU community organizational wheels. And they are all enthusiastic about the conclusions and presentations that we make as their reference for analyzing problems in the realm of loyalty and can find solutions to overcome them.

ENCLOSURE III

2.5.1 Problem and Obstacle

The problem is that the event that we had previously planned for April 4 must be canceled because the KMNU community is holding a new chairman election as well as an accountability report from the demisioner so that there is a 5 day delay and we move it on April 10 and April 11 for the third meeting, so the second and third meetings in the same week.

For the obstacle, namely the inaccuracy of starting the event at the third meeting because there were some problems in presenting the presentation or the PPT we made, there were a few problems so we re-copied the presentation material so that there was a 20 minute delay, but we spontaneously overcame this with other activities, namely read out the answers to the respondents' questionnaire.

2.5.2 Solution

For the solution we have made, first we must be able to make sure to adjust to their activity schedule so that it does not clash so that the event is postponed by asking for their activity schedule or their work plan as a benchmark in determining the timing of activities. The second solution is that we also have to make sure that all the materials that have been prepared for the presentation are checked back at least one day before the event starts.

2.5.3 Recommendation

1. There should be a good relationship and a sense of responsibility in the committee through a unity of perception that is mature and understood by all committees
2. The committee is obliged to provide various activity needs in detail
3. Have a high sense of sympathy and empathy in panitian
4. If there is an activity where there is no detailed data on the description of the activity, it is necessary to have mediation from people who have experience in carrying out these activities as well as smooth communication to make an effective decision when changes and preparations occur.
5. The duration of community development is not enough in just 3 meetings, maybe in the future it can take a sufficient amount of time so that the goals and objectives can be fully achieved and not rushed.

CHAPTER III

CLOSING

3.1 Closing

Thus we make this accountability report as a form of responsibility for the trust of all members of the IOD and HRM Group Project 5. We would like to thank all those who have helped us to complete this report. We hope that this report will be of use to all of us. We look forward to seeing constructive criticism and suggestions for the improvement of this report. We hope that KMNU will also be able to increase its loyalty and keep each member in line with their own KMNU principles. and also we hope that some of the solutions we offer in solving problems can be implemented in building KMNU going forward to be the best .

Cikarang, 12 April 2021



Muhammad Pajrul Palah

Project Manager

LETTER OF AUTHORIZATION

Cikarang, April 12th, 2021

Proposed by,



Muhammad Pajrul Palah

Project Manager

Acknowledged by,



Ir. Erny Hutabarat MBA

Lecturer IOD and HRM

ENCLOSURE I

Sunday March 28th 2021

NO	HOUR		DURATION	ACTIVITIES	IN CHARGE
	Start	End			
1	10.00	10.10	10 Minute	Opening	Moderator
2	10.10	11.30	80 Minute	Introduction to KMNU	Moderator
3	11.30	11.50	20 Minute	Closing	All Comittee

Saturday 10rd April 2021

NO	HOUR		DURATION	ACTIVITIES	IN CHARGE
	Start	End			
1	10.00	10.10	10 Minute	Opening	Moderator
2	10.10	11.30	80 Minute	Discussion	Moderator
3	11.30	11.50	20 Minute	Closing	All Comittee

Saturday 11th April 2021

NO	HOUR		DURATION	ACTIVITIES	IN CHARGE
	Start	End			
1	10.00	10.10	10 Minute	Opening	Moderator
2	10.10	11.30	80 Minute	Presenting The Result	Moderator
3	11.30	11.50	20 Minute	Closing	All Comittee

ENCLOSURE II

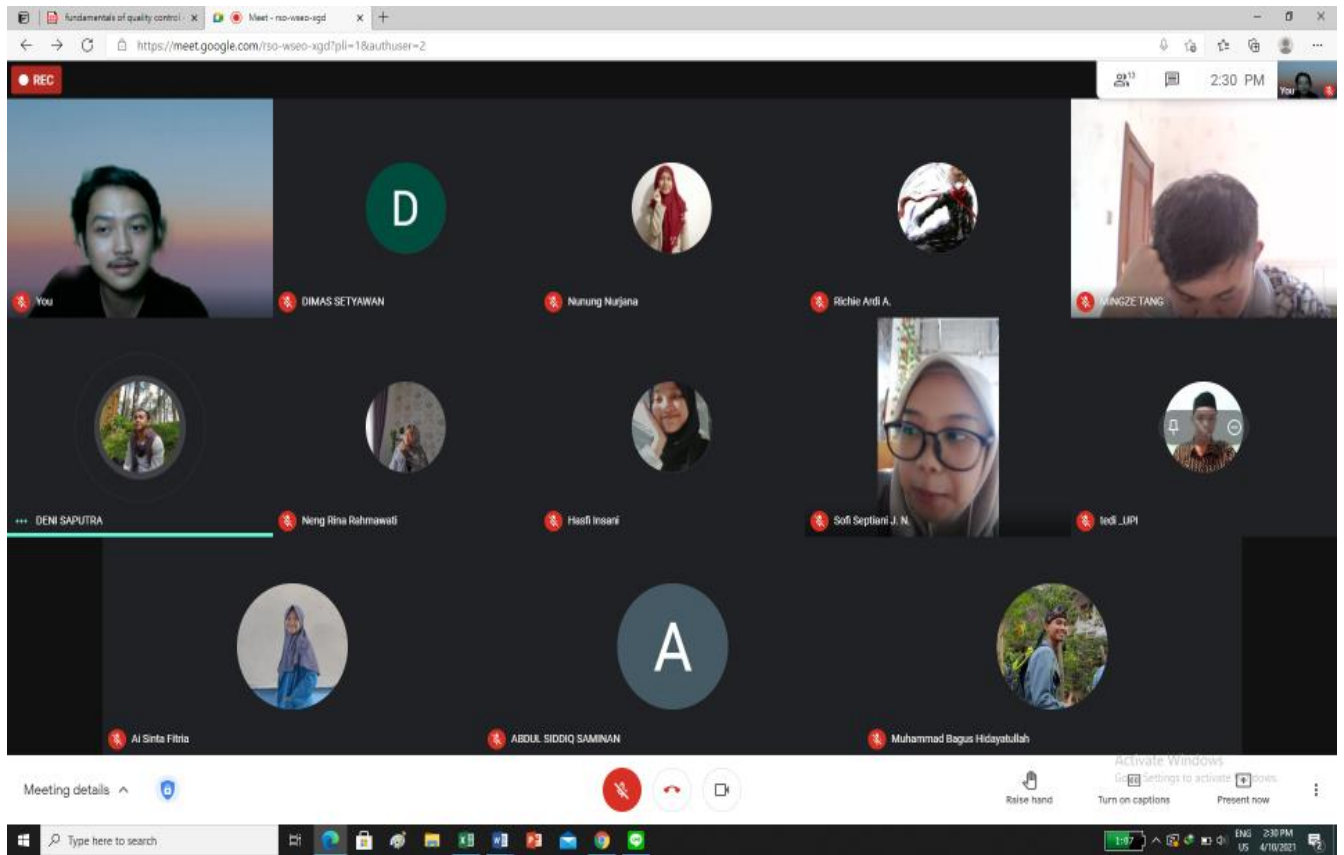
Event Budgeting

No	Date	Description	Total	Total KB	Total Rp
1	March 28 th 2021	Kuota 3 (Tri)	2	1 GB	Rp. 20.000
		Kuota Telkomsel	3	1,5 GB	Rp. 48.000
		Kuota Telecom	1	1 GB	Rp. 10.000
2	3 rd April 2021	Kuota 3 (Tri)	2	1 GB	Rp. 20.000
		Kuota Telkomsel	3	1,5 GB	Rp. 48.000
		Kuota Telecom	1	1 GB	Rp. 10.000
3	10 th April 2021	Kuota 3 (Tri)	2	1 GB	Rp. 20.000
		Kuota Telkomsel	3	1,5 GB	Rp. 48.000
		Kuota Telecom	1	1 GB	Rp. 10.000
Total			15	10,5 GB	Rp. 234.000

ENCLOSURE III

Documentation

Introduction



Presentation and Giving Conclusion

Solusinya Adalah...

- 1.MENINGKATKAN HUBUNGAN YANG ERAT ANTARA PENGURUS DAN ANGGOTA
- 2.SALING KETERBUKAAN DALAM HUBUNGAN KERJA (PENGURUS)
- 3.SALING PENGERTIAN ANTARA PIMPINAN DAN PENGURUS TERHADAP ANGGOTA
- 4.MENERAPKAN NILAI-NILAI KMNU PADA SETIAP PENGURUS MAUPUN ANGGOTA AGAR DIKENAL DENGAN KHASNYA (IDENTITAS).
- 5.MENJADIKAN KMNU SEBAGAI TEMPAT UNTUK MENGEMBANGKAN POTENSI DAN BERKREASI DALAM MENGEMBANGKAN KHAZANAH KEISLAMAN (KHUSUSNYA KE-NU-AN)

Muhammad Pajrul Palah

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Feedback From KMNU to Us

**Terima Kasih
SEMOGA TERMANFAAT**

IOD & HRM

Muhammad Bagus Hidayatullah

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