



STRENGTHENING SOCIAL HARMONIZATION THROUGH THE FORMATION OF MOSQUE YOUTH IN BATUR VILLAGE, GADING SUB-DISTRICT, PROBOLINGGO DISTRICT

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Abstract:

The formation of the Youth Mosque Organization (Remas) at Masjid Darun Na'im, Batur Village, is a strategic initiative to enhance the role of youth in socio-religious activities and strengthen community harmony. The lack of youth involvement in mosque activities has been a major issue, prompting the implementation of this program. The primary objective of this initiative is to develop the leadership and managerial capacities of Remas administrators while increasing their participation in community-based programs. This program is carried out using the Asset-Based Community Development (ABCD) approach, which focuses on empowering local assets. The methods used include assistance in work program formulation, organizational evaluation, and mini-workshops on leadership and management. The results of the initiative show a significant improvement in the organizational and leadership skills of Remas administrators. They have become more capable of designing and implementing programs in a systematic and sustainable manner. Additionally, the program has contributed to increased youth engagement in various religious and social activities. The applied approach has proven effective in fostering collective awareness of the importance of youth roles in strengthening Islamic values and managing community-based organizations.

Keywords: Youth Mosque Organization, Social Harmony, Leadership, Organizational Management

INTRODUCTION

Social harmony is an important factor in building a peaceful and sustainable society. In faith-based communities, mosques not only function as places of worship, but also as centres of social and spiritual development that have a strategic role in shaping character and strengthening relationships between individuals (Azra, 2018). In this context, the formation of the Youth Mosque is an initiative that can increase the involvement of the younger generation in building harmony in society (Hidayat, 2020). develop.

Darun Na'im Mosque in Batur Village, Gading District, Probolinggo Regency, has a central role in the social and religious life of the local community. As a centre of worship, the mosque is not only a place for congregational prayer, but also a place for social activities and youth development through the mosque youth organisation. The existence of mosque teenagers at Darun Na'im Mosque is one of the important factors in building social harmonisation in a diverse society. Mosque teenagers have great potential in developing the values of togetherness, social care, and tolerance among citizens. However, in practice, there are still various challenges in optimising their role. Some of them are the lack of youth involvement in religious activities, the lack of sustainable coaching programmes, and the lack of synergy between the

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mosque and the community in creating a harmonious environment (Rahman & Sulaiman, 2021). Therefore, a systematic and community potential-based approach is needed to overcome these challenges.

In Batur Village, Gading Sub-district, Probolinggo Regency, the formation of mosque teenagers is an important strategy in strengthening social cohesion. The mosque youth function as a forum for the younger generation to develop leadership skills, increase social solidarity, and deepen religious values orientated towards peace and tolerance. The approach used in this research is Asset-Based Community Development (ABCD), an asset-based approach that emphasises the utilisation of local resources in community development. One of the relevant approaches in strengthening mosque-based communities is Asset-Based Community Development (ABCD). This method focuses on identifying assets or potential owned by the community to be developed independently and sustainably (Kretzmann & McKnight, 1993). In the context of the establishment of the Youth Mosque, the ABCD approach can be used to explore and optimise the resources available at the Darun Na'im Mosque, both in terms of individual expertise, social networks, and supporting physical facilities.

Several previous studies have shown that the role of mosques in fostering youth has a significant impact on strengthening character and social harmony. A study conducted by Ismail & Zainuddin (2021) shows that religious activities involving teenagers can increase a sense of community and reduce the potential for social conflict in the community. In addition, Rahman's research (2020) revealed that the application of the ABCD approach in mosque-based community empowerment can increase active community participation and strengthen social resilience. Based on these findings, this research will explore how the establishment of a Mosque Youth in Darun Na'im Mosque can be an effective strategy in strengthening social harmonisation by applying the ABCD method.

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Based on this background, this study aims to analyse how the establishment of mosque teenagers in Batur Village can be an instrument in strengthening social harmonisation. Using the ABCD approach, this research will explore the available

social assets, community involvement, as well as the development strategies of mosque teenagers in order to contribute more optimally in creating a harmonious and empowered society.

RESEARCH METHOD

This section describes methods and tools for identifying and mobilising community empowerment assets. In this principle, the ABCD method is a technique to identify a community's ability to manage their assets, strengths, and potentials. So that it is seen as being able to mobilise and motivate them to make changes as well as become the main actors of change (Pilot Project). This process includes four stages: Discovery, Dream, Design, Destiny (Kesi Widjajanti, 2011).

Discovery This search process is about the positive things that have been achieved by the Darun Na'im mosque youth of Batur Village, Gading Sub-district, or past experiences of success. This process goes through many stages of observation, interviews.

1. Dream

Based on the information obtained from the previous stage, youths begin to imagine a desirable future. At this stage, each youth explores their hopes and dreams both for themselves and for the community. This is the time when students think big and think out of the box and imagine the results they want to achieve.

2. Design

In the next stage, it begins to formulate strategies, processes and systems, make decisions and develop collaborations that support the realisation of the expected changes. At this stage, all the positive things in the past are transformed into the power to realise the expected changes (dream).

3. Destiny

In the final stage. The youth implement the things that have been formulated in the design stage. This stage takes place when the community continuously implements changes, monitors its progress, and develops dialogue, learning and new innovations (Rindang Nuri Isnaini, 2016). Law No. 20/2003 on the National Education System, Article 3 states that the purpose of education is to develop the potential of students to become human beings who are faithful and devoted to God Almighty, have noble character, are healthy, knowledgeable, capable, creative, independent and become democratic and responsible citizens. The functions of education in society include transmitting culture, selecting and teaching social roles, ensuring social integration, teaching personality traits, and being a source of social innovation.

In the context of the formation of mosque teenagers at the Darun Na'im Mosque, religious and social education provided through various mosque youth activities reflects the functions of education as described in the law. Mosque teenagers become a forum for youth to acquire religious and social values that can strengthen their character in social life. In addition, mosque youth activities also play a role in ensuring social integration by teaching the values of tolerance, mutual cooperation, and social responsibility.

This is done to provide positive implications for the quality of mosque youth development

and strengthening social harmonisation, as well as providing meaningful experiences for the administrators during their involvement in the Darun Na'im Mosque for the future. Thus, they can interact with organisational developments in various places and become active agents of social change in the community. Of course, this requires a good understanding of change management and risk management.

The purpose of providing organisational assistance at the Darun Na'im mosque in Batur Village by implementing the ABCD (asset based community development) method is to draw the line of abilities possessed by adolescents to increase self-awareness in the process of development and empowerment.

The purpose of this research is to use the ABCD (Asset Based Community Development) method. Researchers directed students to be moved to explore further. in this implementation starting from 11 January - 9 February 2025. In the discovery stage, Group 04 finds out and explores the assets that have been achieved in a journey. In this Dream Stage we analyse and look for input and a way out to provide an activity or offer a programme that we realise, what changes we can run in realising the dream. In this Define Stage, we conduct a group discussion in a community together by mapping the assets we have. In this Design Stage, we from group

04 take a journey, namely designing and designing what we think is appropriate to make the

program that we have designed and starting from start to finish, so that in the course of managerial participants and members of the Mosque Youth can be arranged. In this Desteny stage is the stage of travelling the wheels of our mentoring activities through evaluation of previous activities.

RESULTS AND DISCUSSION

From the observation of the implementation location to the assistance of mosque youth, we saw the condition of the mosque youth organisation at Darun Na'im Mosque which was less than optimal in carrying out social and religious activities. In fact, this activity has an important role in developing independence, maturity, and building community trust in the younger generation. This observation was conducted three times a week to identify existing problems. Our programme involves the mosque youth board as the main actor in the process of strengthening social harmonisation. The first activity began with a preparatory stage that involved analysing the results of observations and interviews that had been compiled based on aspects of organisational governance, work programs, and participation of mosque youth members. With this approach, it is expected that mosque teenagers can more actively contribute in creating a harmonious and dynamic social environment.

The second activity is designing the programme that we will implement which has been agreed upon by the dormitory and has given us the green light to implement the programme that we have compiled at the previous meeting, and we

conduct data sampling and those involved in our research: namely the Darun Na'im Mosque Management for our analysis.

The third activity is the implementation of learning assistance in the scope of organisational culture in the management of Remas as well as assistance in leadership management, organisational culture is a system of shared beliefs and attitudes that develop and are adopted by a group of people. This system of beliefs and attitudes shared by an organisation will distinguish it from other groups or organisations.

The Assistance Team gathered to conduct FGDs after obtaining focused data to follow up on what actions could be taken in accordance with competencies and opportunities so as to obtain maximum performance in providing assistance to the Youth Mosque management. The needs of the object of perpetuation are discussed together in order to solve the developing peroblematics. The data obtained are:

- 1) The need for assistance for administrators.
- 2) It is necessary to conduct mini workshops for administrators related to management and leadership knowledge in improving the quality of organisational services.

This field survey was conducted in order to obtain data related to object problems to get assistance to achieve the desired goals. In line with the opinion of Fraenkel and Wallen (1990) in Ahyar who say that a survey is a way to collect information from a sample by asking through a questionnaire or interview so that various aspects of the population can be predicted (Ahyar et al., 2020). However, interviews are a method used by the assistance team to obtain data on the problems faced by their partners.

The findings in this study are in line with the theory developed by Kamaruddin Sellang et al. especially in relation to the grand strategy model, which emphasises the importance of continuous and coordinated performance in achieving the vision and mission of the organisation (Sellang, 2019). The priority of coordination in obtaining data is a crucial aspect, although not all of the findings of this research are fully in line with Kamaruddin Sellang's opinion. In the generic strategy model, this research did not find specific similarities, but in the context of follow-up work, SOP (Standard Operating Procedure) based services, and increasing the creativity of human resources, there is alignment with the model. Meanwhile, the value-based strategy theory developed by Sellang asserts the importance of providing the best value in meeting the needs of the community, as well as the implementation of sustainable strategies to improve the quality of organisational services. This is in line with the research findings that highlight the important role of mosque youth in building sustainability systems in their organisations.

The exercise began by analysing the strengths of each team. They present things that are very possible to do based on their respective competencies and experience. Then the analysis of weaknesses, opportunities, and challenges that may

occur when implementing community service is also considered by preparing other alternative plans as a substitute for the initial plan (Subaktilah et al., 2018).

After the FGD, it was continued with literature search activities relevant to the problems faced as well as theoretical and practical solutions in the context of strengthening the role of mosque youth. The main focus of the material reviewed was on leadership, organisational management, and asset-based community strengthening strategies. This activity was carried out together with mosque youth administrators through the review of various relevant books and references, which will later be implemented in the organisation's work program to increase the effectiveness and sustainability of their activities.

The initial activities in this stage began with the preparation of mentoring materials that had been developed previously with the mosque youth management as a theoretical knowledge base. Furthermore, this material was developed by the mentoring team with an even distribution of tasks so that each member had an active role in the mentoring process. Some forms of mentoring actions taken include:

1. Work Programme Preparation Assistance

This activity is carried out based on a mutually agreed schedule. The mentoring team and coaches play a role in providing direction and input to ensure that the work programmes prepared can run effectively and in accordance with the needs of the mosque youth organisation. The main focus of this assistance is to ensure that each stage of programme planning can be implemented properly, from preparation, implementation, to evaluation.

This approach is in line with the grand strategy theory proposed by Kamaruddin Sellang (2019), especially in the aspects of determining indicators of work programme success, implementing tasks in accordance with established procedures, and evaluating programmes that need to be improved for long-term effectiveness. Meanwhile, the generic strategy model, which emphasises program sustainability and effectiveness in running the organisation, also has relevance in this study. In addition, the concept of value-based strategy, which is oriented towards strengthening the capacity of the organisation to be more responsive to the needs of the community, is in line with the objectives of this assistance in strengthening the role and function of mosque youth at Darun Na'im Mosque.

2. Work Evaluation Assistance

Work evaluation is carried out to review the effectiveness of programmes that have been carried out by mosque teenagers, including in the aspect of implementing social and religious activities. One of the aspects evaluated is the sustainability and participation of members in various activities.

Some of the obstacles found include the absence of administrators and members in certain activities and the lack of coordination in programme implementation.

This evaluation then focuses on planning the implementation of future activities by strengthening change management and risk management (Moh. Rifa'i, n.d.). As Amiruddin also asserts in his book on change management, an understanding of change management strategies is an important aspect in ensuring programme sustainability, even in conditions that are not always favourable. This activity aims to equip administrators with the skills to anticipate changes and manage risks that may occur during programme implementation. This approach is in line with the theory proposed by Kamaruddin Sellang in the grand strategy model, especially in terms of evaluating the organisation's strategic plan and conducting regular meetings to review achievements and obstacles in programme implementation (Sellang, 2019). Meanwhile, in the generic strategy and value-based strategy models, no specific correspondence was found in the context of the findings of this study.

3. Mini Workshop on Leadership and Management

The last mentoring activity carried out by the mentoring team was a mini workshop that focused on increasing the leadership and management capacity of the mosque youth board. This workshop was designed to provide a deeper understanding of the basic concepts of management and leadership in organizations.

The materials presented in the workshop include:

- a. Planning: includes strategic planning based on Management by Objective
- b. (MBO) and the 5W+1H approach in designing work programs.
- c. Organizing: discusses aspects of recruitment, selection, division of tasks, and implementation of Standard Operating Procedure (SOP) to ensure the effectiveness of organizational management.
- d. Actuating: highlights the importance of coordination, communication, and
- e. motivational strategies in carrying out work programs.
- f. Controlling: focuses on monitoring and evaluation to ensure the achievement of organizational goals.
- g. Leadership: discusses the concept of leadership, its benefits, strategies that can be applied, and various types of leadership in organizations.

This workshop activity has a positive impact in increasing the effectiveness and efficiency of the board's work, strengthening leadership skills, and increasing the flexibility of organizational management in the face of various dynamics. Thus, the mosque youth board is expected to be able to adapt to changes in human resources and dynamic environmental conditions.

This approach is in line with the grand strategy model proposed by Kamaruddin Sellang, where the success of the organization is determined by continuous efforts in developing the quality of highly competitive human resources (Sellang, 2019). In the generic strategy model, aspects of optimal service based on standard operating procedures and the development of innovation for administrators are the main factors in increasing organizational effectiveness. Meanwhile, the value-based strategy model emphasizes the responsibility of the organization in meeting the needs of the community through a sustainable and innovative strategy system to improve organizational performance.

Based on the KKN program that has been carried out regarding the assistance provided to the osis, it has benefits / impacts on work programs, leadership, and organizational management for the better.

The overall PKM activities can be seen in the following table; Table 1.1

Implementation of PKM OSIS SMA Miftahul Ulum

NO	Mentoring Activities	Impact of Change
1	Organization Structure Development	1) Young men and women understand how to position human resources 2) Youth have a sense of responsibility.
2	Leadership workshop	1) Remas understand the role and structure of the organization 2) Understand the main purpose and function of the organization 3) Evaluation of organizational performance

CONCLUSION

The establishment and strengthening of the Youth Mosque (Remas) program at Darun Na'im Mosque, Batur Village, Gading District, Probolinggo Regency, has had a positive impact on improving harmonization and developing the leadership and organizational management capacity of local teenagers. Through the Asset-Based Community Development (ABCD) approach, this program focuses on empowering the potential of teenagers in the village, while optimizing local resources to support the sustainability of Remas activities.

Some of the strategic steps taken include:

1. Preparation and Assistance of Work Programs, which assists the board in designing programs based on organizational needs with a systematic and sustainable approach.

2. Organizational Performance Evaluation, which ensures program effectiveness and encourages change management and risk mitigation in the management of Remas activities.
3. Mini Workshop on Leadership and Management, which equips administrators with skills in planning, organizing, implementing, and evaluating effective leadership-based activities.

The impact of this program is seen in the increased leadership capacity of the board, strengthened coordination and communication within the organization, and increased flexibility in managing changes and challenges faced. With systematic assistance, the Remaja Masjid is expected to be able to play a more active role in socio-religious activities, become agents of change in their environment, and maintain the sustainability of the programs that have been designed. Thus, this Youth Mosque strengthening program can be a model that can be applied in various other communities as an effort to build social harmony and increase the active role of youth in social life.

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