i-BAKAT: DEVELOPING HOLISTIC STUDENT LEADER

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ABSTRACT

Leadership skills among university students have been developed since they were in school. In the university, there are more opportunities for them to seize and unleash their true talents. Everyone has huge potential to be a future leader. Therefore, a system called i-bakat is introduced as a platform to capture the details of potential students in a database and monitor them systematically. The potential students that we highlighted here are those who have talent in leadership, sport, art, culture and are involved actively in representing their school for certain competitions. We want every student of Universiti Teknologi MARA (UiTM), Perak Branch to be a leader in the class, faculty, or university level. Therefore, in every semester, a selected group of students will be groomed and put them in a structured leadership module that purposely to develop their skills holistically. The leadership skills that are going to be instilled and implemented include language skills, self-confidence, public speaking, organization management and critical thinking skills. For the upper level, students will be challenged by giving specific tasks to execute their ideas and apply all the skills in selected university events. Later, they will be accessed, commented and awarded for their achievement accordingly. This is a comprehensive process which involves a rounded customize module starting from early semester until end of their study period. This initiative is an added value and able to upskill the competency of our graduates. Thus, ensure them to be more prepared and well trained before endeavoring to the real working environment.

Keywords: leadership, talent, university, holistic, skill

1. INTRODUCTION

Leadership skill is a crucial element and becomes a common interest among module or curricular developers in university. This element is instilled and integrated in various academic programs by the faculties as well as co-curricular programs offered by the Office of Student Affairs. In general, leadership can be defined as a process of which leaders are motivated and encouraged to take the lead in executing and responding to the dynamic change in their communities or organization [1]. As described by [2] there are three types of leadership competencies which are hard competencies, soft competencies, and mixed competencies; in which soft competencies are the most essential. Therefore, the aim of this study is to design a leadership model by using a systematic approach and monitoring system called i-bakat. This is a longitudinal study (Figure 1) which involves students to learn (beginning stage), practice (learning stage) and experience (maturing stage) over time [2,4].

2. STUDENT LEADERSHIP IN UNIVERSITY

The concept of student leadership is different from the leadership in the common organization or corporate sector and many studies less emphasize on student leadership specifically [1]. We believe that students were exposed to leadership skills since they were in school. As highlighted by [1] exposing leadership experience in school is necessary to ensure the readiness among future leaders. Furthermore, the leadership experience in school ensures a good academic performance in university [8]. The most notable and widely used concept of student leadership framework is Student Leadership Practice InventorySLPI) proposed by [3] where there are five key aspects; (a) modeling the way; (b) inspiring a shared vision; (c) challenging the process; (d) enabling others to act; (e) encouraging the heart. However, various arguments and studies related to SLPI were discussed and mentioned in [4]. Some students are very reluctant to participate and hold any leadership role in university as it may affect their academic performance. However, the study by [6-8] shows that student leaders get the higher grades as they are more experienced and work harder than others. Being a leader lessened study time, but they have better study attitudes that lead them to pursue academic accolade and personal development [8].

2.1 PLASMA – Leadership Model

PLASMA – Leadership Model (Figure 1) is a proposed model, the first, by Students Affairs Division, UiTM Perak Branch by engaging SLPI [3] as a fundamental approach. This comprehensive framework starts with the selection of potential students, attending targeted leadership courses, implementation of specific projects, followed by evaluating the process for improvement and finally appreciation to students. Key Performance Indicators (KPIs) and specific parameters will be developed to monitor the performance of each student leader. It is a challenging process as the leaders themselves are complex, multidimensional, have their own belief and strength to provide their inner drive [5]. Therefore, module developers need to have some flexibility in determining the parameter while accessing the effectiveness of the module.
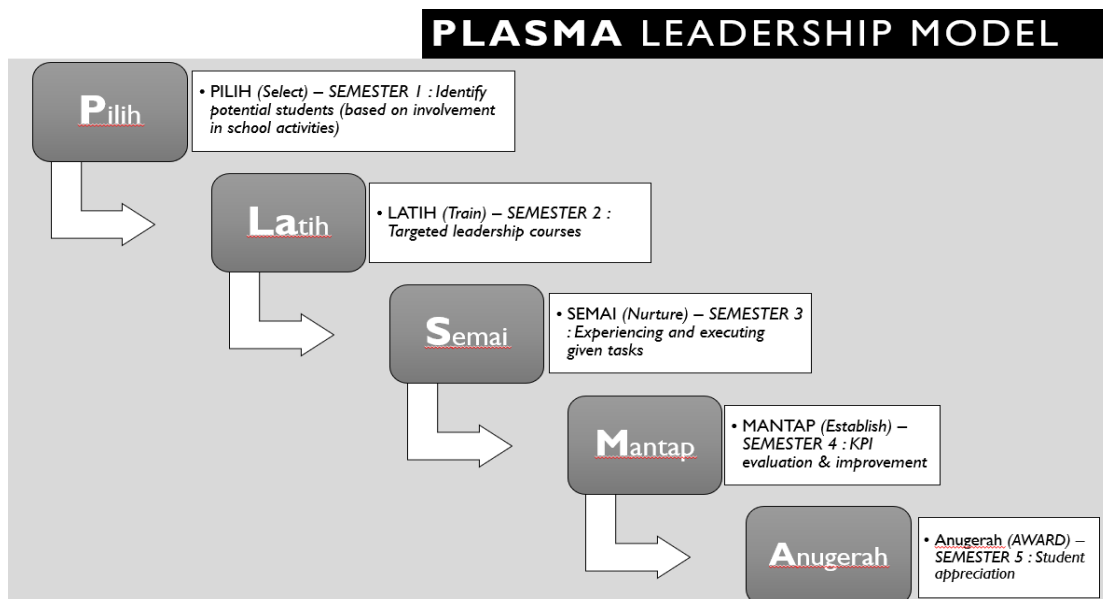

PLASMA LEADERSHIP MODEL

Pilih
• PILIH *(Select)* – SEMESTER 1 : *Identify potential students (based on involvement in school activities)*

Latih
• LATIH *(Train)* – SEMESTER 2 : *Targeted leadership courses*

Semai
• SEMAI *(Nurture)* – SEMESTER 3 : *Experiencing and executing given tasks*

Mantap
• MANTAP *(Establish)* – SEMESTER 4 : *KPI evaluation & improvement*

Anugerah
• Anugerah *(AWARD)* – *SEMESTER 5 : Student appreciation*

Figure 1. PLASMA – Leadership Model

2.2 i-BAKAT – Leadership Platform

The system is proposed to capture and monitor the leadership process among university students systematically. The process involves the selected group of students that would be trained accordingly through their period of study. The students that would be selected must record a splendid participation in school activities be it in academic or in co-curricular activities at a predetermined level of achievement. Then, a comprehensive module specially designed by our experts would be given to the leaders; which includes language skills, self-confidence, public speaking, organization management and critical thinking skills. Apart from this structured program, university students are already exposed to different kinds of leadership from the classroom level up to the Student Representative Council (SRC). For instance, the classroom monitor, involved in works related to managing class activities and equipment; while for those leaders in SRC involve in larger scale of responsibilities, like coordinating university events, bridging university to society, student's well-being and affairs, etc. For that, it is advisable for the university to adjust and create a new structure of learning for both academic and non-academic programs [8] to suit the development of student's leader holistically; thus, i-BAKAT is proposed to serve that purpose. From this system, students' achievement and documentation are captured and kept securely. At the same time, student leaders' performance reports can be generated easily, everywhere and on a real-time basis.

3. CONCLUSION

The idea of having a system called i-Bakat by using a leadership framework called PLASMA is preliminary initiative that can be further enhanced and improved in many ways. Integration of data from several university data servers as well as advices from the technical experts are needed to ensure the stability and readiness of the proposed system.

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