

# Strengthening PCIM and PRIM Muhammadiyah Organizations Across Malaysia through Basic Spiritual Leadership Training

Wiyadi<sup>1</sup>, Muhammad Sholahuddin<sup>2</sup>✉, Novel Idris Abas<sup>3</sup>, Sisca Dian Rahmawati<sup>4</sup>,  
Rara Yuni Rahmawati<sup>5</sup>, Alberta Adinata<sup>6</sup>

<sup>1</sup> Magister Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

<sup>2</sup> Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

<sup>3</sup> Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

<sup>4</sup> Magister Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

<sup>5</sup> Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

<sup>6</sup> Magister Management Department, Faculty of Economics and Business, Universitas Muhammadiyah Surakarta, Indonesia

✉ [muhammad.sholahuddin@ums.ac.id](mailto:muhammad.sholahuddin@ums.ac.id)

## Abstract

*The objective of this service project is to enhance the self-confidence of PCIM and PRIM leaders across Malaysia through basic spiritual leadership training. The method employed for implementing this service project is offline training conducted at the PRIM Kepong Islamic Center in Batu Kentomen Sentul, Kuala Lumpur, Malaysia. The target beneficiaries of this service project are the executives of PCIM and PRIM throughout Malaysia. The PKM (Community Service) team consists of members from the Faculty of Economics and Business at Universitas Muhammadiyah Surakarta, in collaboration with Universitas Muhammadiyah Tangerang and Infrastructure University Kuala Lumpur, with PCIM Malaysia serving as the partnering organization. The instruments used for evaluating the activities include participant response surveys regarding the training and self-confidence surveys administered after the training. Data analysis involves using percentage responses to determine categories. The results and conclusions of this service project are as follows: 1) Participants' response to the service project activities is 85%, indicating a highly positive evaluation. This means that the participants involved in this service project consider the basic spiritual leadership training to have a positively contributing impact on their knowledge of leadership. 2) The majority of participants exhibit high to moderate levels of self-confidence after receiving the basic spiritual leadership training.*

**Keywords:** *Spiritual Leadership Training, PCIM Malaysia, PRIM Malaysia, Self-Confidence Enhancement, Organizational Strengthening*

## Penguatan Organisasi PCIM dan PRIM Muhammadiyah di Seluruh Malaysia melalui Pelatihan Kepemimpinan dan Spiritual Dasar

### Abstrak

Tujuan dari proyek pelayanan ini adalah untuk meningkatkan rasa percaya diri para pemimpin PCIM dan PRIM di seluruh Malaysia melalui pelatihan kepemimpinan rohani dasar. Metode yang digunakan untuk melaksanakan proyek pelayanan ini adalah pelatihan offline yang dilakukan di Pusat Islam PRIM Kepong di Batu Kentomen Sentul, Kuala Lumpur, Malaysia. Sasaran manfaat dari proyek pelayanan ini adalah para

eksekutif PCIM dan PRIM di seluruh Malaysia. Tim PKM (Pelayanan Kepada Masyarakat) terdiri dari anggota dari Fakultas Ekonomi dan Bisnis Universitas Muhammadiyah Surakarta, bekerja sama dengan Universitas Muhammadiyah Tangerang dan Universitas Infrastruktur Kuala Lumpur, dengan PCIM Malaysia sebagai organisasi mitra. Instrumen yang digunakan untuk mengevaluasi kegiatan ini mencakup survei tanggapan peserta mengenai pelatihan dan survei rasa percaya diri yang diberikan setelah pelatihan. Analisis data melibatkan penggunaan persentase tanggapan untuk menentukan kategori-kategori. Hasil dan kesimpulan dari proyek pelayanan ini adalah sebagai berikut: 1) Tanggapan peserta terhadap kegiatan proyek pelayanan ini mencapai 85%, menunjukkan evaluasi yang sangat positif. Hal ini berarti bahwa peserta yang terlibat dalam proyek pelayanan ini menganggap pelatihan kepemimpinan rohani dasar memiliki dampak positif terhadap pengetahuan mereka tentang kepemimpinan. 2) Sebagian besar peserta menunjukkan tingkat rasa percaya diri yang tinggi hingga sedang setelah menerima pelatihan kepemimpinan rohani dasar

**Kata kunci:** Pelatihan Kepemimpinan Rohani, PCIM Malaysia, PRIM Malaysia, Peningkatan Rasa Percaya Diri, Penguatan Organisasi

## 1. Introduction

Organizational development and empowerment play pivotal roles in the success of any institution, and this holds true for the Pimpinan Cabang Istimewa Muhammadiyah (PCIM) and Pimpinan Ranting Istimewa Muhammadiyah (PRIM) organizations, which span the length and breadth of Malaysia. The essence of strong leadership and self-assurance among its members is vital for these organizations to thrive and fulfill their missions effectively[1].

However, recognizing the need for continuous growth and enhancement, a dedicated initiative was undertaken with the goal of bolstering the self-confidence and leadership acumen of PCIM and PRIM members across Malaysia. This endeavor sought to achieve its objectives through the implementation of basic spiritual leadership training, a methodology grounded in the principles of spirituality and leadership[2].

The challenges faced by PCIM and PRIM organizations in Malaysia are multifaceted. These organizations operate in diverse environments and communities, each with its unique set of dynamics and demands. To address these challenges effectively, leaders within these organizations require not only conventional leadership skills but also a strong foundation in spiritual leadership[3].

The problem lies in the potential gap between the existing leadership capabilities of PCIM and PRIM members and the holistic skill set required to navigate the complex challenges of today's dynamic society. Additionally, the self-confidence of members, crucial for effective leadership, may not be at optimal levels.

To address these issues, this study focuses on providing fundamental spiritual leadership training to PCIM and PRIM leaders, aiming to bridge the gap and empower them with the necessary skills and self-confidence to lead effectively in their respective communities[4].

While leadership training programs are not uncommon, there is a noticeable research gap in the context of basic spiritual leadership training within Islamic organizations like PCIM and PRIM in Malaysia. Existing studies tend to concentrate more on conventional leadership methods and often overlook the significance of integrating spirituality into leadership development[5].

This research initiative seeks to fill this gap by exploring the impact of basic spiritual leadership training on PCIM and PRIM leaders' self-confidence and leadership abilities. By doing so, it aims to contribute valuable insights into the effectiveness of spiritual leadership as a tool for organizational strengthening and leadership development in the context of Islamic organizations in Malaysia[5].

## 2. Method

The method of community service activities is carried out through offline training. A total of 30 PCIM and PRIM executives from across Malaysia participated in this community service initiative and received PowerPoint presentations and leaflets. The activities, from planning to implementation and evaluation, spanned two months, taking place in August and September 2023. The activities were conducted at the Pendopo of the Regional Government of Tangerang City. The participants of the basic Spiritual leadership training were about 30 leaders from PCIM and PRIM in Malaysia.

The steps of these community service activities were as follows:

1. Participant Registration
2. Self-introduction by the Master of Ceremony
3. Introduction to the Training Program as part of the Community Service implementation process.
4. Welcome Speech by the Chairman of PCIM Malaysia
5. Welcome Speech by the Project Leader of Community Service
6. Presentation of Training Materials
7. Q&A and Sharing Session
8. Completion of Participant Response Surveys regarding the activities and Confidence Surveys after receiving the training
9. Closing Ceremony

The training materials covered in this program included:

1. Who is the leader?
2. Are leaders born or made?
3. Commitment and Consistency
4. Discipline, Authority, and Responsibility

There were two instruments used in this community service project: a survey measuring the children's responses to the activities and a survey assessing the children's self-confidence after receiving the education and training. The self-confidence indicators used were self-belief, optimism, and independence (Sumarno, 2022; Wulandari et al., 2019). The self-confidence survey consisted of five statements for each of the three indicators, while the children's response survey had ten statements. Surveys are a data collection technique involving a set of written questions or statements presented to respondents for their responses (Gunawan et al., 2019). The percentage of children's response surveys was calculated using the following formula (Ariyawati et al., 2017):

$$[\text{Percentage Response} = (\text{Number of Positive Responses} / \text{Total Responses}) \times 100]$$

The results from the percentage response were transformed into qualitative data with criteria as indicated in Table 1 (Ariyawati et al., 2017).

Table 1. Participant Response Criteria

Percentage (%)	Category
$81,25 < x < 100$	Very Good
$62,5 < X < 81,25$	Good
$43,75 < X < 62,5$	Not so Good

Meanwhile, the data from the self-confidence survey were manually processed using Microsoft Excel. This involved summing the scores for each child and finding the maximum score across all survey data. Next, the mean or average was calculated, and the resulting mean score was used to categorize the participants' self-confidence.

### 3. Result and Discussion

The implementation of this community service activity consists of several stages, as follows:

The activity begins with registration and filling out a form with personal information. The purpose of this activity is to make it easier for the forum to contact the participants.

Next, there is a social gathering between the community service of UMS and the participants. This activity is led by the team of Community Service-Universitas Muhammadiyah Surakarta partnership with PCIM Malaysia and cooperation with Universitas Muhammadiyah Tangerang, Infrastructure University of Kuala Lumpur.

The implementation of the activity involves the presentation of materials related to basic leadership development delivered by all resource persons including Dr. Wiyadi and Dr. Muhammad Sholahuddin (MM UMS), Dr. Dudung Hadiwijaya (Univ. Muhammadiyah Tangerang), Dr. Hazrita (Infrastructure University Kuala Lumpur (IUKL). The presentation of materials also includes video screenings and communication from the participants.

The next activity is a sharing session in which participants are invited to share their stories and experiences related to leadership. Participants begin by sharing their daily life problems, which are then addressed by the resource persons.

Before the conclusion, questionnaires are distributed, including a questionnaire on participant's responses to the activity and a questionnaire on their confidence after receiving training.

The end of the activity consists of a closing and summary, followed by closing statements from the resource persons. After these activities are completed. All session supported by Undergraduate and postgraduate students .

To measure the success of this training, the team used pretests and posttests regarding the knowledge of PCIM and PRIM Malaysia. The implementation of pretests and posttests in this training serves the primary purpose of assessing and evaluating participants' understanding before and after receiving the training materials. Pretests are employed to gauge participants' initial comprehension before exposure to these concepts, while posttests aim to evaluate participants' progress in understanding after receiving the training. Furthermore, pretests and posttests also serve as tools to assess the effectiveness of the training and assist organizers in adjusting training methods and materials if necessary. Thus, they help ensure that participants can internalize the taught concepts and derive maximum benefit from the training.

Table 1. Pretest and Posttest Results from Training Materials

Mean = Total score / total students	6,525	9,757
The average score before and after the training	3,232	
The PreTest to PostTest score increased by	32,321	

The PreTest score is used to measure the initial level of knowledge or understanding of participants about the topic or material that will be discussed in the activity. This average score is the result of calculating the total scores of all participants who took the PreTest and

then dividing it by the total number of participants. The PreTest results serve as a baseline for assessing the extent to which participants have gained knowledge or understanding after participating in the activity. Thus, with the PostTest results or evaluation after the activity, you can calculate indicators of knowledge improvement or the effectiveness of the activity in enhancing understanding.

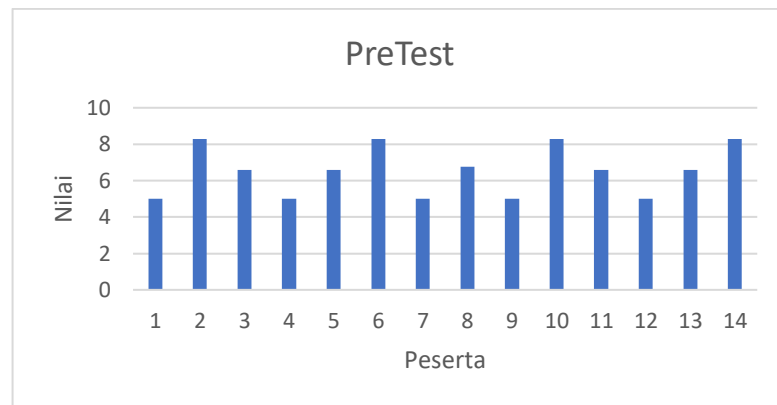


Figure 12. Pretraining Pretest Table

The average PreTest score of 6.525 serves as an initial indicator of participants' understanding or knowledge before participating in the PCIM Malaysia Training event organized by UMS.

After the event, through the PostTest results or evaluation, you can calculate indicators of knowledge improvement or the effectiveness of the event in enhancing participants' understanding. These results reflect the middle value of a set of individual scores obtained in the assessment after participants have completed the event. In this context, the use of the average as a central measure is a statistical approach used to summarize evaluation outcomes [6].

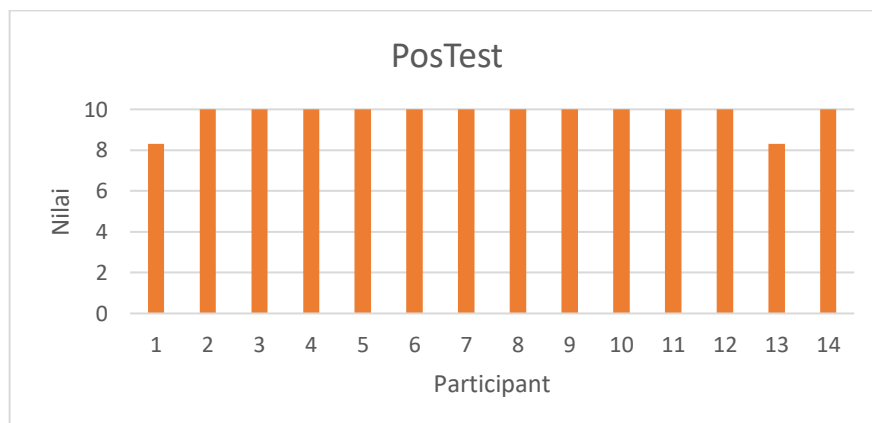


Figure 13. Posttraining Posttest Results Table

The average PostTest score of the training, which is the result of participant evaluation after attending the event at PCIM Malaysia organized by UMS, is approximately 9.76.

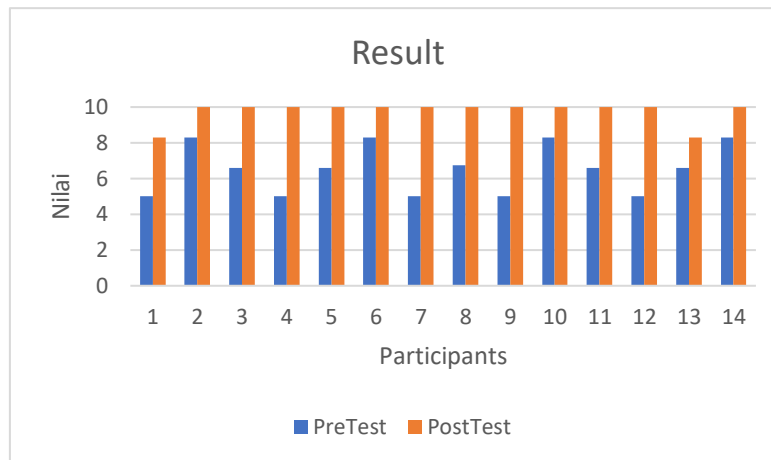


Figure 14. Average Results Before and After Training

The average PostTest score of 9.757142857 is an indicator of significant improvement in participants' understanding or knowledge after attending the event. Comparing the average PostTest score with the previously provided average PreTest score of approximately 6.525 reveals a significant increase in participants' understanding. This indicates that the program or event is effective in enhancing participants' understanding of the topic. Therefore, a knowledge improvement indicator of approximately 49.53 percent suggests that participants experienced a knowledge increase of about 49.53 percent from the PreTest to the PostTest after attending the training event at PCIM Malaysia organized by UMS. Such an increase is a positive indication of the effectiveness of the training in enhancing participants' understanding[7].

The results of this training activity provide solutions to the challenges faced by PCIM and PRIM Malaysia. These challenges include a lack of commitment, limited knowledge among organization leaders and members about proper organization management, and insufficient knowledge of organizational governance principles that PCIM and PRIM Malaysia should apply to manage the organization effectively[8].

Solutions to the challenges faced by PCIM and PRIM Malaysia include:

To address the lack of commitment, leaders and members of PCIM and PRIM Malaysia are encouraged to apply the "Achievement Motivation Training (AMT)" concepts presented during the training[9]. They need to develop a strong vision, high motivation, and firm commitment to achieving that vision. This will help motivate them to actively engage in organizational activities and overcome the challenge of commitment[10].

To address the lack of knowledge about proper organization management, the PDCA material taught can be used as a framework. PCIM and PRIM Malaysia can implement the PDCA cycle to identify, plan, execute, and evaluate improvements in their organizational management. This will enable them to better understand how to run the organization effectively[11].

Finally, to address the lack of knowledge about organizational governance principles, they can utilize the PDCA material and governance concepts taught during the training. Proper governance principles like transparency, accountability, and member participation can be applied in their organizational operations[12]. By implementing these solutions, it is hoped that PCIM and PRIM Malaysia can address the identified challenges and create positive changes in their organizational management, strengthen their role in supporting



Muhammadiyah's mission in Malaysia, and have a greater positive impact on the local community[13].

## 4. Conclusion

The International Partnership Engagement between PCIM Malaysia and PRIM in Kuala Lumpur in September 2023 was an enthusiastic event involving representatives from both organizations, totaling around 30 participants, along with co-hosts from Malaysia. The event featured various crucial training sessions such as AMT, life goals, Islamic leadership, and PDCA, all aimed at strengthening leadership, imparting understanding of life goals, and improving organizational efficiency. Assessing the implementation and consistency in applying the acquired knowledge is crucial to maximize the positive impact of this collaboration.

Collaboration with institutions like the Universitas Muhammadiyah Surakarta and international partners such as PCIM Malaysia, UM Tangerang, and IUKL needs to be further enhanced. Leaders should continue to strive for positive community impact through social projects and the promotion of Muhammadiyah's values. Transparency, accountability, and student involvement are also necessary to support the growth and development of PCIM and PRIM as agents of positive change in Malaysia. Thus, this collaboration can be more effective in supporting Muhammadiyah's mission and making a meaningful contribution to the local community.

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