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The Influence of Organizational Behavior in Political Decision Making in Student Organizations

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ABSTRACT

Student institutions or student organizations (ormawa) are containers for implementing student activities on campus. Student organizations are one of the most important elements in the educational process in higher education. The existence of ormawa is a vehicle and means of student self-development towards broadening horizons, increasing scholarship, personality integrity, instilling a scientific attitude, and understanding of the direction of the profession and at the same time increasing cooperation and fostering a sense of unity and integrity. One of them is in behaving in an organization that allows you to make decisions in politics. In providing students with skills so that students are able and ready to meet the needs of the world of work and in society. In addition to providing knowledge, skills, universities must also provide character values or soft skills so that in the end these students have a sense of sensitivity in their social interactions, both in their social interactions with the community, and in the field of work they do. Partnerships (kampus) can be an effective training ground for shaping students' democratic attitudes. Partnerships can be made between student organizations and other parties such as universities, student organizations, and the private sector. Organizational Behavior is a discipline that studies how individual-level, group-level behavior should be, and its impact on performance (both individual, group, and organizational performance). In common with all social sciences, organizational behavior seeks to control, predict, and explain. However, there is some controversy over the ethical impact of focusing on worker behavior. Because of this, organizational behavior (and its adjacent study, industrial psychology) is sometimes accused of being a scientific tool of the powerful. Despite these accusations, Organizational Behavior can play an important role in organizational development and work success. Decision-making, on the other hand, is the act of selecting alternatives. It is related to management functions. For example, when managers plan, manage, control, they make decisions. However, classical theorists did not explain these decisions in general terms.

Keywords: Organizational Behavior, Decision Making, Student Organizations

INTRODUCTION

Student institutions or student organizations (ormawa) are containers for implementing student activities on campus. Student organizations are one of the most important elements in the educational process in higher education. The existence of ormawa is a vehicle and means of student self-development towards broadening horizons, increasing scholarship, personality integrity, instilling a scientific attitude, and understanding of the direction of the profession and at the same time increasing cooperation and fostering a sense of unity and integrity. One of them is in behaving in an organization that allows you to make decisions in politics.

In providing students with skills so that students are able and ready to meet the needs of the world of work and in society. In addition to providing knowledge, skills, universities must also provide character values or soft skills so that in the end these students have a sense of sensitivity in their social interactions, both in their social interactions with the community, and in the field of work they do. Partnerships (kampus) can be an effective training ground for shaping students' democratic attitudes. Partnerships can be made between student organizations and other parties such as universities, student organizations, and the private sector.

Organizational Behavior is a discipline that studies how individual-level, group-level behavior should be, and its impact on performance (both individual, group, and organizational performance).

In common with all social sciences, organizational behavior seeks to control, predict, and explain. However, there is some controversy over the ethical impact of focusing on worker behavior. Because of this, organizational behavior (and its adjacent study, industrial psychology) is sometimes accused of being a scientific tool of the powerful. Despite these accusations, Organizational Behavior can play an important role in organizational development and work success.

Decision-making, on the other hand, is the act of selecting alternatives. It is related to management functions. For example, when managers plan, manage, control, they make decisions. However, classical theorists did not explain these decisions in general terms. Pioneers of management theory such as Fayol and Urwick discussed decision-making in terms of its effect on delegation and authority, while the father of management Frederick W. Taylor- only alluded to the scientific method as an approach to decision-making.

In organizational life, the decision-making process is something that will always be faced by humans. Decisions are usually made because there are certain considerations or on the basis of logic, there is the best alternative from several alternatives that must be chosen, and there are goals to be achieved. A decision is the result of thinking in the form of choosing one of several alternatives that can be used to solve the problem at hand. Decision making is carried out by the leader to solve the problems faced in the organization he leads by selecting the best alternative problem solving based on certain considerations (criteria). Decision making must be carried out systematically, collecting facts, then there is a mature determination of the alternatives faced, and then taking action which according to calculations is the most appropriate action.

Decision-making behavior is related to organizational behavior theorists such as in March and Simon's book, *Organization*, in 1958, but the field has become more interesting with topics such as motivation and its goals, and emphasizes reduced decision making. The field of decision-making behavior was developed outside the lines of organizational behavior theory and research by cognitive psychologists

and decision theorists in economics and information science. However, there has been a recent resurgence of interest in decision-making behavior, and a return to the path of the field of organizational behavior. Although classical decision theory operates under assumptions of rationality and certainty, this is not the case with behavioral decision theory. Behavioral decision theorists agree that individuals have cognitive limitations. The complexity of organizations and the world in general causes individuals to act in situations of uncertainty and information is ambiguous and incomplete."

In this case, Davis and Newstrom are more assertive in defining organizational behavior, namely human behavior and actions in the organization. In their view, without ignoring other variables that influence it, human behavior and actions are the main variables that influence the behavior of an organization.

In general, there are two ways of looking at people in organizations. First, humans are seen as individuals, and second, humans are seen as part of a group. As individuals, humans have unique traits and characters that differ from one individual to another. To some extent, these traits and characters do not change even though someone has joined the organization for a long time. If there is a change, it does not happen in a short time but gradually and takes a relatively long time. The difficulty of changing human nature and character is because in humans mental programming has been formed or commonly referred to as mind set, namely patterns of thought, behavior, action patterns, and individual values, some of which come from heredity and some of which are built from the person's past experiences and the environment before joining the organization. Environmental variables that shape a person's mind set, for example, family environment, friends, and place of education. On the other hand, when a person interacts with other people in a long enough period of time, having similar activities and having the same orientation so that they can share experiences and expectations, they will form a social system called a group. A group is formed because each individual has the same interests, orientations and expectations. Therefore, they gradually build mental programming that can be accepted by all (or at least most) members of the group. The mental programming formed in a group is called collective mental programming. The result of collective mental programming is the formation of group behavioral norms. Note that collective mental programming is not the sum or mere collection of individual mental programming because the variables that determine the formation of both mental programming are different.

Rivai and Mulyadi (2012: 172) formally the study of organizational behavior began around 1948-1952. Organizational behavior as a science that continues to develop in order to help an organization to increase its productivity. Studying organizational behavior is rather abstract. Studying organizational behavior often produces or encounters complex principles where the explanation or analysis is situational, the understanding of organizational behavior for multi-disciplines can be described in several ways, namely:

First: Organizational behavior is a way of thinking, behavior is an activity that exists at the individual, group, and organizational levels.

Second: Organizational behavior is a multi-discipline that includes theories, methods and principles from various disciplines.

Third: In the organization there is a human orientation, where there are behaviors, perceptions, feelings, and learning capacity.

Fourth: Organizational behavior is performance-oriented, the goal of the organization is to increase

productivity, how this organizational behavior can achieve that goal.

Fifth: The external environment greatly influences organizational behavior

Sixth: To study this organizational behavior needs to use the scientific method, because this organizational behavior is highly dependent on the disciplines that cover it.

The scope of the science of organizational behavior includes psychology, sociology and cultural anthropology where these sciences have provided the basic framework and principles in the field of organizational behavior. However, each science has a different review. In studying organizational behavior can be done with three levels of analysis, namely the individual, group, and organizational levels.

This is because each person has a different way of dealing with the stimuli they face. In this theory that in humans it is like there is a battle between the id and superego which is moderated by the ego. Humanistic theories emphasize that every human being has the ability to grow and self-actualize. Rogers in Badeni (2013: 20) believes that the most important drive or stimulus in humans is self-actualization, namely continuous efforts to realize the potential inherent in individuals to be realized. From the three theoretical explanations above, everyone has a personality. There are no people who have more or greater personality than others. What exists is that each has a different personality.

METHODS OF RESEARCH

The purpose of this study is to find out how political behavior in organizational life in making decisions, to analyze the effect of political behavior on the course of student organizational life in making decisions, and to determine the effect of political behavior carried out in organizational activities on student life. The method used is a survey method with a cross sectional survey design. Data collection methods are carried out by questionnaires and interviews. The participants were Bachelor of Public Administration students in Banten.

RESULT AND DISCUSSION

The results showed that political behavior in organizations varies such as deliberation, decision making and the influence of political behavior in the life of student organizations on the running of student organizations. The influence of political behavior in the organization can be seen from decision making in policies that affect students and how students behave in everyday life. Students behave politically in student organizations to keep the organization achieving it by making decisions in accordance with the goals that have been aspired to by its members. Decision making in political behavior often does so in organizations has an impact on the personality and behavior of the person concerned because indirectly people or students become a habit in their environment.

This research examines the internal dynamics of student organizations in political behavior, including interactions between members, power structures, and organizational culture that influence the way political decisions are made. The analysis may include factors such as leader influence, ideological differences, and group interests that play a role in the political decision-making process within student organizations. It also provides insight into effective strategies for managing and mediating political conflict in the context of student organizations.

CONCLUSION

The conclusion of this material highlights the importance of understanding how political behavior in organizations affects the decision-making process. The research shows that factors such as organizational culture, organizational structure, and group dynamics play an important role in how decisions are made in an organizational context. Political analysis also highlights the importance of individual perceptions of decisions and how factors such as cognitive biases can influence the decision-making process. These conclusions offer valuable insights for managers and organizational leaders to more effectively manage organizational behavior and facilitate better decision-making processes.

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