BASIC STUDENT LEADERSHIP TRAINING AND ISLAMIC GATHERING IN SHAPING THE LEADERSHIP CHARACTER OF GENERATION-Z IN SMK INFORMATIKA SERANG CITY

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Abstract: The purpose of this study is to find out how SMK Informatika Kota Serang forms leadership character in its students who are generation-Z. Leadership is the art of influencing and directing others to achieve common goals using principles such as obedience, trust, honour and cooperation. This leadership spirit is possessed by every generation, including Generation Z. The characteristics of this generation have a speciality that is close to technology because since birth they have known technology, growing up with the advancement of smartphones and social media. The research method used is descriptive qualitative method. Data collection was done through observation and literature study. Observations were made of the Basic Student Leadership Training and Islamic Gathering activities attended by students of SMK Informatika Kota Serang. Literature study was conducted by reviewing activity documents and literature on leadership. Based on the results of the study obtained information that the Basic Student Leadership Training (LDKS) and Islamic Gathering programme. LDKS and Islamic Gathering programmes have great potential to shape leadership character in Generation Z which is supported by strong exposure to technology. LDKS can bridge Generation Z in developing the ability to lead, communicate, cooperate, overcome challenges more effectively and increase motivation and self-confidence. And Islamic Gathering activities as a character application habituation programme can shape students to have good and effective leader characters.

Keywords: Character; Generation Z; Habituation; Leadership; Training.

INTRODUCTION

Leadership plays an important role in an organisation. Leadership is a fitrah that is needed by humans since the existence of humans because of the limitations that exist in humans regarding everything, from this there is a sense of wanting to be led and lead. Therefore, the issue of leadership will continue to live and develop in every era, from generation to generation. Humans will continue to explore, search, discover and formulate the actual and appropriate leadership system formulation to be applied in his day.

Leadership comes from the root word "pimpin" which means the role and also the ability of a person to influence others in various ways. The spirit of leadership is considered a rare talent that is not possessed by everyone, because this ability allows a person to control or regulate individuals or groups in an organisational context such as a school or workplace. (Mansyur, 2022). Being a leader and having a good leadership spirit is an achievement that can be learnt and achieved, both

theoretically and along with the accumulation of experience. (Ramaditya et al., 2020)

In Islam, Rasululloh PBUH has provided a good example of leadership, not only leading religion but also as a leader of various countries around the world whose every behaviour, speech and all policies we need to emulate. Among his leadership attitudes that we should emulate are visionary in transferring energy to followers, taking risks from existing opportunities to achieve goals, creative in implicating ideas, innovative in utilising resources in da'wah efforts.(Susanto, 2022)

One of the hadiths of the Prophet Muhammad PBUH states that a leader is compared to a shepherd, who will be asked and held accountable for his shepherding. One of the exemplary Islamic leaders is Caliph Umar Bin Khattab. In one story told, Caliph Umar Bin Khattab one night walked to see his people. When Umar arrived at a village, then heard the sound of a child crying, then approached and how surprised because Umar directly saw a mother sitting in front of the stove cooking gravel because there was no more wheat she had to cook. The mother hoped that her child would stop crying because they were tired of waiting and would fall asleep. In her ignorance of who was in front of her, a Caliph, the leader of her country and nation the mother also expressed her criticism of Umar's leadership who did not know his people were in a state of misery like her. Then Umar bin Khattab excused himself to the food storage. He took a sack of wheat and carried it himself to give it to the mother. At that time one of Umar's friends was willing to help him lighten the burden shouldered by Umar, Umar refused with the words "Are you able to bear my sin later before

God" Through the story of Umar bin Khattab, a lesson can be learned that a leader not only leads and is responsible in the world, but his leadership will also be held accountable before Allah SWT.

Being a good and responsible leader requires ideal leadership skills and provisions, because leadership is not only a theoretical concept, but also part of the learning process. So the soul and character of leadership should be instilled early in the individual and supported by the surrounding environment such as family, school, and playmates. School is a place where individuals gain knowledge both in terms of knowledge and develop personality, one of which develops the spirit of leadership. (Rahayu, 2023).

Leadership is not influenced by one's status or position. Instead, leadership comes from within and stems from a person's decision to be a leader for himself, his family, workplace, community, and even his country. The discussion of leadership is not limited to certain organisations or institutions. Leadership does not only belong to someone who serves as head or manager in a company or office. Leadership can be applied by everyone in all situations and levels of the organisation. This means that every leader in an organisation or institution, from the highest to the lowest, is expected to have the ability to influence their subordinates.

In the face of global challenges in the digital era, there is an urgent need to form strong leadership characters for young people born between 1995 and 2012, known as generation Z. They are now in an age where they live side by side with generation X and Y who lived before them and generation A who were born after them. They are now in an age where they live side

by side with generations X and Y who lived before and generation A who were born after. Therefore, it is necessary to understand the challenges, threats and opportunities that exist in this era as well as possible. While preparing themselves and actually activating the potentials of superior and authentic qualities contained within themselves. Because from the next 10 years the leadership of this nation will be on their shoulders.

Generation Z is a generation that grew up in an era of rapidly developing digital technology and information, where information is available in seconds and digital technology connections in social media are an inseparable part of everyday life. The changing times that are greatly facilitated by this technology will undoubtedly have an impact on laziness for some Z generation individuals, and also have an impact on weakening enthusiasm and tenacity in hard work, especially in decision-making attitudes. The rapid growth of young people who fall into the generation-Z category in Indonesia, the emerging leadership style must adjust its rhythm and pattern. Leaders must be able to adapt to the times. Because if the leader can take advantage of technological developments that can change the pattern of people's lives then any organisation he leads will be able to develop forward.

Cultivating leadership in Generation Z requires great energy and potential to move forward. Especially with the life of generation Z now that is increasingly critical about everything and likes to seek their own insights and experiences, finding motivation for themselves to continue to develop. Training the leadership spirit of this generation is not

easy, because at a young age they are experiencing self-discovery or identity.

Studies related to leadership in the younger generation are not the first because this theme is often researched but with a different focus of study. One of them is research conducted by Vera Sriwahyuningsih and Mufadhal Barseli (2022). (2022) The research was conducted using quantitative descriptive statistical methods with a sample of 150 high school students in West Sumatra who participated in LDK activities to see how the formation of leadership spirit, organizational ability to play an active role and courage. The results showed that LDK activities followed by high school students can help them in the formation of leadership, organisational skills and gain courage and play an active role in their community. Research on the development of student leadership talent has also been conducted by Hendri Hermawan Adinugraha(2021) research conducted to find out the extent to which basic student leadership training plays a role in developing student leadership talent shows that with Basic Leadership Training on the management of the SMP Muhammadiyah 4 Semarang Intra-School Student Organisation (OSIS) 91.3% of the SMP Muhammadiyah 4 Semarang Intra-School Student Organisation (OSIS) administrators are able to explain leadership. 65.2% of them have public speaking skills, 73.9% know the basic knowledge of personality.

In the previous studies above regarding the development of leadership spirit in students, although there are similar themes in efforts to build leadership spirit in students, it is not the same as what researchers are doing at this time. In this study, researchers discuss how to

effectively and appropriately shape the character of leadership in generation-Z. Generation-Z has a unique character and is different from previous generations and they are the ones who will lead this nation in the next 10 years. This is what makes the researcher's interest to conduct research and examine more deeply how SMK Informatika Kota Serang seeks to shape leadership character for generation-Z.

METHODS

This research was conducted at SMK Informatika Serang City using a descriptive qualitative approach to analyse the data collected. Data collection techniques in this study used field observation methods and literature studies. Through field observations, researchers went to SMK Informatika to see firsthand how the implementation of Basic Student Leadership Training and Islamic Gathering played a role in this case related to the process of forming leadership characters in generation Z at SMK Informatika Kota Serang. Through the literature study technique, researchers can collect various references about leadership theory, character formation in generation Z, characteristics of generation Z, and other theories relevant to this research. During the research process with the literature study method, researchers must access various sources such as books, magazines, articles, journals, and previous research to understand and analyse the research topic. (Purwaningsih et al., 2023)..

After the data is collected, the data analysis process includes data selection, data presentation, and conclusion drawing. Data that has been obtained through data sources is collected, selected and grouped according to certain categories. (Sugiyono,

2013). Data analysis was carried out related to the leadership characteristics possessed by generation Z, as well as the process of forming leadership in generation Z at SMK Informatika Serang City.

RESULTS
1. LDKS and Islamic Gathering activities at SMK Informatika Serang City
a. Basic Student Leadership Training

Basic Student Leadership Training (LDKS) is an activity that aims to develop students' resources and introduce them to organisational concepts. According to Adi Nugraha (2021) the purpose of implementing LDKS is to provide training to students in order to hone, improve and develop the attitudes, knowledge and skills of leadership in students needed to influence, motivate and mobilise others in achieving common goals. This activity also instils how to strengthen cooperation between individuals, and express ideas that can advance the group. Through LDKS, students are expected to improve their organisational skills, explore and understand the basic concepts of organisational management so that they can be actively involved in school organisational activities and feel a strong attachment to the school organisation. And explore the role of leadership in an organisation. Leadership is considered a crucial factor in an organisation, in accordance with various theories and previous understandings. It has a very important role in determining the success and performance of an organisation. LDKS activities generally emphasise practice even in a relatively short time. And usually divided into two parts, namely Physical

LDK and Mental LDK, which are given at different times and places.

The Basic Leadership Training activity organised by SMK Informatika Kota Serang this year took the theme "creating generation Z *from zero to hero*". To equip them as generation Z leadership skills, training materials with the right methods are needed according to their characteristics. The training which was held for 5 days was filled with several materials including leadership, organisational administration, *public speaking*, self-motivation, and caring.

- The main material given as a provision to be a good leader is about leadership in organisations, leadership theory, types of leaders and how to be a good and effective leader, delivered by Mr. Dede Muri, M.Kom. To avoid boredom, the speaker presented the material not only in a monotonous theory but was presented interactively to the participants with practical simulations of examples of leadership styles in leading meetings.

- After learning about leadership, what is equally important is organisational administration. Administration relates to the work done by administrators in an organisation. Charles A. Beard said that administration is a very important thing for the modern century. Although technology is now in the era of the industrial revolution 4.0 which is full of sophisticated technology and science, administration is still the most important part of every work sector. Administration is even said to define the image of an organisation. Administration carried out by all parts of the organisation greatly affects how well the organisation develops, progresses,

retreats or even dies. (Marliani, 2018). Generation Z, which is multitasking with smartphones and lives practically, still has to pay attention and be able to do good administration according to the established rules and procedures. This organisational administration material was delivered by Mr. M.Taufik H. S.SI.

- Furthermore, as Generation Z interacts more frequently with technology and the internet and prefers to communicate through digital platforms or media rather than through conventional or face-to-face styles, it is necessary to equip them with *public speaking* materials as a provision to become future leaders. In an era where communication is the key to success in many aspects of life, both personal and professional, the ability to speak in public is a valuable asset. Public speaking training can help Generation Z to develop the ability to convey their message clearly, assertively, and effectively.(Solestyowati et al., 2023).. According to W.H Miskell, self-confidence is a relatively fixed assessment of oneself, abilities, talents, leadership and initiative. (Kurniawan & Kumalasariancika, 2022).. Generation Z who are confident in public speaking will be better able to overcome challenges and take leadership roles in various situations. For this reason, public speaking training was given at the LDKS activity at SMK Informatika Kota Serang delivered by Mrs Indah Purwanti Santono, S.Pd. In this session, students were briefed on what and the benefits of public speaking and given techniques to be skilled in public speaking. Starting with the technique of how to influence when opening a conversation that can attract the attention of the audience

during the presentation. Then vocal management techniques, regulating breathing, voice volume (the size of the voice) and voice expression consisting of speaking speed and the ability to cut sentences, facial expressions, eye contact and proper body language so that the audience can stay focused on the delivery of material until completion.

- To build self-motivation, Generation Z often faces pressures from various aspects of life, such as competitive education and social expectations. Self-motivation helps them to stay focused, energised and cope with such pressures in a positive way, being able to set clear goals and take concrete steps to achieve them. Self-motivation helps them to be independent in making decisions, take responsibility for their actions, and pursue their dreams with determination. In this fast-paced and stressful era, mental health is becoming increasingly important. Self-motivation helps Generation Z to maintain their mental health by developing a positive attitude, overcoming discouragement, and seeking support when needed. In this case, religious education plays a very important role in building Generation Z's motivation where religiosity will direct how to reach their goals and desires with their good potential. To achieve this potential must be driven by motivation because fulfilling needs and self-actualisation requires motivation.(Sabilah, 2023). For motivational material that is very interactive with simulations so as to arouse the enthusiasm of the LDKS participants, it was delivered by Mr Mujang Kurnia, SE, CT.

Not only material, LDKS activities are also packed more interesting with a series of field implementations and games that train basic leadership, communication, and teamwork. Where LDKS participants who are grade 10 students are divided into several groups randomly, before being given quizzes and challenges in the form of fun games. So those who initially did not know, inevitably had to try to work together to complete the challenge. SMK Informatika students who belong to generation Z are more comfortable with their solitude with gadgets, here they are given training in the form of games and field implementation about togetherness. So it takes communication, leadership, trust in each other, and mutual care so that each group can complete the challenge well. Not as individuals, but as a unit.

b. Islamic Gathering

Islamic Gathering SMK Informatika Kota Serang is a weekend pesantren activity carried out once every three months which must be attended by all students under the supervision of educators as a form of guidance and practice of Islamic teachings at school to form students who have noble characters including honesty, responsibility, discipline, fairness, cooperation, care, visionary. Habituation routines such as praying in congregation, listening to studies, praying, eating and resting together, group work, tadarus and self-muhasabah in *Islamic gathering* are carried out in the context of the process of forming these characters in students. (Murniasih & Wasehudin, 2021)This is as stated by Lickona (2012) that characters can be formed from the accumulation of habits that are carried out, it takes time and process to make someone honest in their

actions and words, responsible, disciplined, fair, willing to cooperate, fair, caring and visoner....

SMK Informatika realises that its students are generation Z who want to be instant and practical, so this habituation training is given so that they as leaders and future successors of the nation have good akhlaq and character. Because as explained in the types of leadership these noble characters are important traits and characters that must exist in a leader. To shape them into a generation with noble character, it is not enough just to conduct LDKS activities once a year. But it must be balanced with the habituation of character building. Through this *Islamic Gathering, one* of these habits can be implemented.

2. Ideal Leadership

Leadership is the way, style, technique and process of a leader in influencing, guiding, inspiring and providing examples to his followers by using the principles of obedience, trust, integrity, and cooperation to achieve the stated organisational goals.(Judijanto et al., 2024). John C. Maxwell in (Sutikno, 2018) said that the essence of leadership is to influence or gain followers. Sutikno also explains several theories in the aspect of leadership that examine the process of a person becoming a leader, including the following:

- Theory of Nature

This theory emphasises that some individuals have innate traits that naturally predispose them to be leaders. According to Darf (Sutikno, 2018) the key traits that a leader must possess, namely self-confidence, honesty, integrity, and motivation, are considered important in shaping the character of a leader. Self-confidence relates to the leader's confidence in his or her own decisions, ideas, and abilities. Honesty, relates to trustworthiness, keeping promises, and not playing false roles. Integrity means that what is said must be done. Leaders who have high achievement motivation, will bring great energy, perseverance, persistence in achieving their goals.

- Behavioural Theory

Behavioural theories are more concerned with the behaviours exhibited by a leader rather than his or her personal characteristics. Leadership is seen as the behaviour that is manifested when an individual directs a group towards the achievement of a particular goal.

- Situational Theory

Situational theory suggests that the characteristics required by a leader may vary depending on the situation at hand. Leaders need to adjust their leadership style according to the level of readiness and maturity of team members and other situational factors. Leadership styles will be effective when used in the right situation.

- Path-Goal Theory

Path-goal theory, in this theory a leader tries to explain and facilitate the way to achieve the goals to be achieved by the organisation so that subordinates and followers know how to exert their energy to achieve organisational goals. To motivate subordinates, leaders provide rewards for subordinates who excel because they have met organisational goals.

- Theory of Merit

The theory of advantages states that a person will become a leader if he has advantages or advantages compared to

his followers in intellectual terms where the leader has more knowledge than his subordinates including how to move the organisation and make quick and precise decisions. Then the advantages in spiritual terms, a leader should have high morals and nobility of character because the leader is a role model for his subordinates. Finally, a leader should have excellent physical health so that they can act quickly, precisely and swiftly.

- Charismatic Theory

According to charismatic theory, a person becomes a leader because he or she has a strong appeal or charisma. Charisma is the result of an extraordinary power possessed by the individual, which influences followers to support the leader at great sacrifice.

To be an ideal leader, it is essential for one to have an appropriate leadership style. Through his influence on subordinates, a leader expects them to operate within a structured framework, perform activities with clear objectives, have an awareness of their duties, and co-operate with full responsibility for the work they have been given. A commendable leader is not only a good coordinator, but also a teacher who wants his followers to succeed. Leadership is not just about having power, but also involves concrete steps taken by the leader, rather than just a position or position. (Imansyah et al., 2020).

There are at least seven types of leadership applied by a leader to ensure that each member of his team is willing to work as directed. Leadership types play an important role in determining the dynamics and effectiveness of a team or organisation. Here are some commonly applied leadership types and their characteristics:(Sutikno, 2018)

- Autocratic Type

This type of leader has full control over decision-making and policy setting. Initiative and creativity of team members are limited, and communication is one-way from leader to team members. Leaders with autocratic type will show an attitude that accentuates their selfishness, considers their subordinates have no role in the decision-making process, unwilling to accept input from their subordinates.

- *Laisez Faire* type of control

This type of leader chooses to be passive in his role in the organisation and let the organisation run in its own rhythm. He gives full freedom to the people he leads in making decisions and carrying out activities according to their wishes and interests, the leader has the belief that by giving the widest possible freedom to subordinates then all his efforts will quickly succeed.

- Paternalistic Type

This type of leader directs his subordinates in a manner similar to a father directing his children. This type of leader is very protective and rarely gives subordinates the opportunity to make decisions. The paternalistic type considers himself to know better than everyone and does not allow others to take the initiative. Since members are always guided, this type is comfortable for subordinates and can make them not develop.

- Scholastic Type

This type of leader has a strong influence on their followers because they are characterised by a strong attractiveness, which allows them to

gain a large following and cannot always explain why someone is admired.

- Militaristic Type

This type of leader in directing subordinates using the command system, happy with the rank, position and excessive formality. Demanding high discipline and rigid from subordinates, and difficult to accept input criticism from subordinates.

- Pseudo-Democratic Type

This type of leader looks democratic but is actually autocratic. He will talk about his ideas and concepts to be implemented but the situation behind is already arranged in such a way that his subordinates will accept these ideas and concepts If he has ideas or concepts that he wants to implement in his organisation, it is a joint decision. This leader adheres to pseudo-democracy, which leads more to subtle and vague authoritarian activities. This type is called manipulative or semi-democratic leadership.

- Democratic type

This type of leadership is active, dynamic and purposeful. A democratic leader sees that differences are a fact of life, and that there must be togetherness. His values are based on a philosophy of life that upholds human dignity and treats people in a humane way. This value is reflected in his attitude in relation to his subordinates. In the decision-making process, this type of leader as much as possible invites the participation of subordinates so that subordinates will have a great sense of responsibility.

Discussions about skills and abilities in leadership have been conducted from various perspectives. Among them are summarised several leadership models as follows: (Sutikno, 2018)

- Leadership Disposition Model

Inherent individual traits of leaders, such as: intelligence, honesty, maturity, assertiveness, speaking skills, sociability, and their socio-economic status. But personal disposition is not the dominant factor in determining the success of a leader's performance.

- Situational Leadership Model

As a result of this model, situations influence a leader's success more than his or her personality. The situational leadership model assumes that different situations require different types of leadership.

- Visionary Leadership Model

Visionary leadership is a type of leadership that gives direction and meaning to the work done by members of the organisation based on clear goals.

- Transformational Leadership Model

Transformational leadership as a process in which leaders and followers raise each other to higher levels of morality and motivation. The main characteristics of transformational leadership include the ability to act as an *agent of change* for the organisation, so as to create new strategies in developing more relevant organisational practices.

- Contingency Leadership Model

The contingency leadership model is a leadership pattern where the leader can be effective when there is a match between the leader's style and the particular situation in which the leadership is carried out.

- Effective Leader Model

Effective leaders are those who organise their organisations in a highly structured manner, and have excellent,

trusting, respectful and warm relationships with their staff.

- Transactional Model

Transactional leadership as a form of relationship that exchanges certain positions or tasks if subordinates are able to complete these tasks well (exchanging rewards for certain performance).

- Spiritual Leadership Model

Spiritual leadership is leadership that totality, jihad, and taqwa are the characteristics of spiritual leadership. In search of God's pleasure (mardhatillah), his heart, head and hands are used to honour and serve those he leads.

Each type of leadership style and model described above has its own strengths and weaknesses, and an effective leader can combine different types of leadership depending on the situation and the needs of the team or organisation. Facing the fast-changing times, leaders must see the organisation not like a machine, but as a living system that continues to be dynamic Because rigid organisations will find it difficult to succeed well in a rapidly changing world, which has the spread of fast-paced and complex information flows. Leaders do not only act black or white, good or bad, but nowadays leaders are also required to be able to deal with grey areas, where the difference between black and white is very thin.

3. Characteristics of Generation Z as Future Leaders

Each generation has unique traits, experiences and perspectives that shape their behaviour patterns and values. Generation Z is a generation born after the Gen-Y (Millennial Generation) era. David

Stillman and Jonah Stillman (2017) define Generation-Z in their book entitled *Gen Z Work: How the Next Generation is Transforming the Workplace is that* those born between 1995-2012 have unique characters. They grew up during the era of digitalisation, so they are familiar with technological devices, smart and skilled in their use, always connected to the internet so that they can quickly access information. They spend a lot of time with technology in their various activities, and love to create and share content through social media, becoming an integral part of the digital society that ultimately shapes the way they interact, learn and communicate. (Efendi et al., 2021). However, Generation Z is also faced with unique challenges, including economic uncertainty, climate change, and complex social issues such as economic inequality and cultural change:

- Multi Tasking, Practical & Instant. They can work on various things simultaneously (multitasking) and have high expertise in using various technological media (*digital natives*).(Nasution, 2020) and choose a practical and fast approach to solving problems because they are used to the instant world in which they grew up. (Putri, 2021)

- Technology. They are highly addicted to technology, have access to an average of 15.4 hours per week preferring to watch Youtube from TV. And prefer to communicate through digital platforms or media rather than through conventional or face-to-face styles.(Prasetyo et al., 2024)

- Open. They have a spirit that is open to new things.

- Audio Visual. They prefer Audio Visual over text, that's why they prefer to see pictures rather than written articles.
- Creative. They are a creative generation, never satisfied with the status quo. Highly creative in entrepreneurship and business, they combine work with their interests and passions.
- Innovation. They are creative people who give birth to innovations because they were born in an era where education prioritises exploration, free speech, expression and creativity.
- Critical. They are critical figures, able to express their opinions freely due to their easy access to information through the internet.
- Collaboration. They like to collaborate with others. They like to work together in managing a business, are adaptable, embrace challenges, and are passionate about achievement. This is reflected in the trend of increasing numbers of young entrepreneurs and high interest in jobs in creative fields, technology, and digital media. Djamaluudin (2021).

4. Shaping Generation-Z Leadership Character

Character according to Poerwadarminta means character, character, psychological traits, morals or character traits that distinguish a person from others. (Syarbini, 2012). Character is formed from the accumulation of habits carried out as a child and usually lasts until adolescence, then becomes ingrained so that it is difficult to change. Then the character will be a measure of one's success in living life, especially when carrying out the mandate in a position and responsibility (Lickona, 2012). (Lickona, 2012).

Character is the moral and mental quality of a person that is formed and influenced by innate factors *(fitrah, nature)* and the environment (educational socialisation, *nurture*). All humans have good character qualities from birth, but socialisation, habituation, and education from an early age are needed to get these good qualities. (Hanina et al., 2021). The purpose of character building is to produce quality children. With the growth and development of good character, children will be better prepared to do everything well, have good life goals, and do everything right. Character is not just knowledge. Because people who know what is good do not necessarily act in accordance with that knowledge if they are not used to doing good things habitually (Syarbini, 2012). (Syarbini, 2012)

Being a leader and having a good leadership spirit are things that can be learnt theoretically and practically. (Ahmad, 2022) So the soul and character of leadership should be instilled early in the individual and supported by the surrounding environment such as family, school, and playmates. School as a place to gain knowledge and develop personality, one of which is also developing the spirit of leadership. (Rahayu, 2023). Here are some leader characters that a leader should have in order to inspire others. :

- Have Integrity. Integrity is a consistent attitude towards one's principles, actions, and values. People with strong integrity are usually honest, strong, and very concerned about their relationships with others.
- Always listen and communicate with the team. A good leader must be able to communicate with his team. After all, a leader's success comes from teamwork.

An inspiring leader will always thank their team rather than take pride in their own success. This is also a way to show gratitude for their efforts.

- Not afraid to take risks. Decision making is difficult, especially if the decision is related to many people. If there is fear in making decisions it is natural, especially if there is a risk of being wrong or failing. However, the most important thing is to dare to take that risk if you want to be a leader.
- Emotional intelligence. It is not enough for leaders to have intellectual intelligence, emotional intelligence is needed to be able to manage emotions from within themselves and others.
- Ability to build teamwork. A leader's success depends on their ability to guide and build teamwork. Leaders must instil a sense of responsibility in their members, create harmony, and make team members have an aligned vision and mission. A leader will prioritise group cooperation over individual work.
- Responsible for what is done. Leaders must dare to take responsibility for every action and even remain responsible for the mistakes made by their members. Because it might happen because of the lack of firm leadership.
- Can be trusted by members. Trustworthy leaders are those who are able to direct their team according to the vision and mission, motivate them to move forward together, be responsible, and have integrity. When team members feel trust and pride in your leadership, they will be easy to direct and play an active role in achieving the goals that have been determined.

Leadership does not only belong to someone who serves as head or manager in a company or office. Leadership can be applied by everyone in all situations and levels of the organisation. This means that every leader in an organisation or institution, from the highest to the lowest, is expected to have the ability to influence their subordinates. The spirit of leadership is a rare talent that is not possessed by everyone, as this ability allows one to control or manage individuals or groups in an organisational context such as a school or workplace. The most effective leadership character building for Generation-Z is in the educational environment. By providing training, coaching and basic leadership practices (Adinugraha, 2021).

SMK Informatika realises that its students who are generation Z want to be instant and practical, so this habituation training is given so that they as leaders and future successors of the nation have good akhlaq and character. Because as explained in the types of leadership these noble characters are important traits and characters that must exist in a leader. To shape them into a generation with noble character, it is not enough just to conduct LDKS activities once a year. But it must be balanced with the habituation of character building. Through this *Islamic Gathering, one* of these habits can be implemented.

DISCUSSION

Leadership is the key to an organisation's success. In the context of education, the presence of quality leadership is one of the vital aspects in shaping student character. Generation Z, who grew up in the digital era, requires a different approach in shaping their leadership. This is where the importance of Basic Student Leadership Training (LDKS) and Islamic Gathering activities as a forum

for shaping leadership character in Generation Z.

One of the main hopes of LDKS activities is to be able to equip Generation Z with leadership skills that are relevant to their times. Generation Z tends to have tremendous technological expertise, but often lacks in terms of traditional interpersonal and leadership skills as well as communication. Therefore, through LDKS, it is hoped that Generation Z can develop the ability to lead, communicate, cooperate, and overcome challenges more effectively. The purpose of Islamic Gathering activities is to form noble akhlaq characters through the habituation of goodness. Because leadership character can be formed by habituation

The challenge faced in LDKS is to change the paradigm of Generation Z who are accustomed to digital interactions into effective leaders in the real world. This is in line with the findings of Sriwahyuningsih & Barseli (2022) which shows that Generation Z is often more comfortable communicating through digital platforms than in person. which showed that Generation Z is often more comfortable communicating through digital platforms than in person. Therefore, the main challenge for LDKS is to teach them interpersonal communication skills, empathy and sensitivity to the needs of others. In addition, teaching the importance of courage, responsibility, and integrity in leadership is also a challenge with methods that can be easily accepted by Generation Z.

In addition, LDKS is also expected to provide a deep understanding of the values of responsible and inclusive leadership. Generation Z is often regarded as a generation that is more open to diversity and inclusiveness. Therefore, the challenge in LDKS is to integrate these values into the leadership that they develop, so that they are able to become leaders who are able to lead wisely, fairly, and look out for the interests of all people.

Furthermore, the role of technology is also an important aspect in LDKS. Generation Z is growing up amidst rapid technological advancements, and technology can be a powerful tool in their leadership development. However, the challenge is to ensure that the use of technology in LDKS activities does not replace direct social interaction and experiential learning. Instead, technology should be used as a tool to reinforce and extend the learning that takes place in LDKS activities.

By addressing these challenges, LDKS has great potential to shape the leadership character of Generation Z. Through a holistic and integrated approach, LDKS can be an effective vehicle in developing resilient, inclusive and highly competitive future leaders. Therefore, it is important for educational institutions and stakeholders to support and strengthen LDKS programmes to help Generation Z develop their leadership potential optimally.

However, despite the implementation of LDKS, student organisations in schools are still not optimal in fostering leadership talent in students. This is due to students' lack of awareness and commitment in carrying out their roles in the organisation, which ultimately results in the organisation's low contribution in individual leadership development.

CONCLUSIONS

Generation Z is the future generation of the nation, in the next 10-15 years they will be the leaders of this nation. This generation has a great leadership spirit amidst the onslaught of strong technological developments, especially in the high and intense use of technology. Understanding the uniqueness of Generation Z helps in recognising their abilities and inviting them to participate in decision-making that affects their needs. In shaping or improving the leadership spirit of Generation Z, SMK Informatika conducts several ways, one of which is the Basic Student Leadership Training (LDKS) at school with the theme Generation Z *from zero to her and* accompanied by the habituation programme of akhlaq karimah in Islamic *Gathering* activities. LDKS can hone leadership skills, improve organisational skills, and direct students' leadership potential. Basic Student Leadership Training (LDKS) as a forum for shaping leadership character in Generation-Z is an important contribution in improving interpersonal skills. With Basic Leadership Training, they can get to know how to organise, work together and get to know the type and know how to lead to shape themselves into a leader. *Islamic Gathering* as the school's flagship programme in habituation of akhlaq karimah in the form of independence, discipline, honesty and high integrity, all of which are important and must be owned by a leader. These two activities are very important in the effort to shape leadership practices in Generation Z to help Generation Z in developing their leadership potential optimally.

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