



## Self-Development in Theatre Division Members of the Arts Student Activity Unit at Bhayangkara University, Jakarta Raya

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### Abstract

**Background:** The Theater Division of the Ubhara Jaya Arts Club is currently undertaking a self-development program for its members. The abilities and quality of an organization's human resources determine its success. These abilities and qualities are derived from self-development processes and a strong determination, willingness, or desire to grow. **Purpose:** This paper aims to provide an understanding of the self-development process undertaken by the members of the Theater Division of the Ubhara Jaya Arts Club. **Design/methods/approach:** A qualitative method was employed. Data collection was conducted through interviews with the members. **Findings:** In the self-development process of the Ubhara Jaya Arts Club Theater Division members, it is crucial to have the desire to grow, engage in self-diagnosis, set targets, seek development resources, implement programs, conduct evaluations, and manage oneself and one's emotions. These factors contribute to the members' development in the theatrical arts.

**Keywords :** Personal Development, Theater Arts UKM.

### Introduction

In today's increasingly competitive world of work, organizations, and society, many people are flocking to various soft skills training to avoid being left behind. This competitive landscape requires individuals to possess specific abilities to secure employment, gain acceptance into organizations, or integrate into social environments. This drive compels people to continuously develop and improve themselves.

Self-development aims to shape attitudes, behaviors, potential, talents, and personality to fulfill self-actualization needs and cultivate positive qualities. According to La Rose (1991:56), self-development can be achieved through several steps, including: a) Socializing with individuals outside one's profession. This broadens perspectives and fosters diverse interactions. b) Choosing friends who engage in constructive discussions, are not easily offended or overly sensitive, and provide honest feedback. These relationships support growth and self-awareness. c) Maintaining a

positive attitude and mindset towards others. This promotes healthy relationships and a supportive environment. d) Cultivating habits of expressing gratitude, showing appreciation for others, and actively engaging in conversations. These actions strengthen social bonds and facilitate personal growth.

In the process of self-development, every individual possesses unique goals. These goals stem from needs; without needs evolving into goals or without established life objectives, individuals lack the driving force to act or the motivation to live (Widyaniri, 2009).

When individuals participate in organizations, they inherently share clear objectives. Fundamentally, organizations serve as platforms for collaboration, where people gather to utilize resources and infrastructure to achieve organizational goals in a planned, organized, led, and controlled manner (Sahir & Ainun, 2022).

Lubis and Husaini (1987) define an organization as "a social unit of a group of people who interact according to a specific pattern, where each member has their own functions and tasks. As a unit, it has a specific purpose and clear boundaries, allowing it to be distinctly separated from its environment." Haleigh B. Trecker (in Effendhie, 2019) defines an organization as "an activity or process of assembling or arranging interconnected groups of representative units into a comprehensive work."

An organization will inevitably evolve; if not, it will stagnate, decline, or even cease to exist. Its fate depends on how the individuals within manage it. Do they possess a desire for growth? Are they prepared for change? One crucial aspect to consider and prepare for is the members' readiness to embrace change. Boldly implementing change is characteristic of those who aspire to progress and are fully committed to taking necessary steps (Isnaeni, 2018). Stepping outside one's comfort zone and pushing boundaries by altering habits is the initial step in self-development.

Organizations are synonymous with assemblies that possess specific objectives. One example is student organizations within universities, actively participated in by students, such as the Student Executive Board (BEM), Student Representative Council (DPM), Student Association (HIMA), Student Activity Unit (UKM), and others. UKMs serve as platforms where students acquire knowledge not taught in lectures, develop problem-solving skills, and learn about community engagement. The University of Bhayangkara Jakarta Raya has a variety of UKMs, including the Arts UKM, with its Theater Division. This division provides a space for students to channel creative ideas, express themselves, and gain invaluable experience portraying diverse characters.

Theater is an art form that originated in classical Greece around 500 BC, performed on altars by priests, often featuring scenes of sacrificial rituals to the gods. Several experts define theater as follows: a) According to R.M.A. Harymawan, theater specifically refers to the act of performing (to act) in the performing arts. Therefore, the actions of performers on stage are called acting. The

term "acting" is derived from the Greek word "dran," meaning to do, behave, or act. Due to this activity of acting, male performers in theater are called actors, and female performers are called actresses. b) Anne Civardi defines theater as a dramatic art that tells a story through words and movement.

Therefore, theater is a type of performing art staged to display human behavior and character, narrating a story through body movements, dance, and song, complemented by dialogue and acting. The motivation and desire for self-development within each member can contribute to the development of an organization. High-quality individuals managing the organization will generate creative and innovative ideas. This is precisely what the Ubhara Jaya Theater Division of the Arts Club is currently undertaking.

## **Literature Review**

In today's increasingly competitive world of work, organizations, and society, many individuals are flocking to various soft skills training to stay ahead. This competition demands specific abilities for someone to be accepted for employment, membership in organizations, or social inclusion. This drives individuals to continuously develop and improve themselves.

Self-development aims to shape attitudes, behaviors, potential, talents, and personality to fulfill self-actualization needs and develop positive qualities. According to La Rose (1991:56), self-development can be achieved through several steps, including: a) Socializing with individuals outside one's profession to broaden perspectives and establish diverse interactions. b) Choosing supportive friends who are not easily offended and provide honest feedback to support growth and self-awareness. c) Maintaining a positive attitude and mindset towards others to create healthy relationships and a supportive environment. d) Habituating oneself to expressing gratitude, showing appreciation to others, and actively engaging in conversations to strengthen social bonds and facilitate personal growth.

In the process of self-development, each individual has different goals. These goals arise from needs; without needs that develop into goals or without a definite purpose in life, individuals lack the drive to act or the motivation to live (Widyaniri, 2009).

When individuals join organizations, they have clear goals. Essentially, organizations serve as platforms for collaboration, where people gather to utilize resources and infrastructure to achieve organizational goals in a planned, organized, directed, and controlled manner (Sahir & Ainun, 2022).

Organizations will continue to evolve; otherwise, they will stagnate, decline, or even disappear. Their fate depends on how the individuals within manage them. Do they have the desire to grow? Are they ready for change? One crucial aspect to consider and prepare for is the members' readiness

to embrace change. The courage to change is a hallmark of those who want to progress and are fully committed to taking the necessary steps (Isnaeni, 2018). Stepping out of one's comfort zone and pushing boundaries by changing habits is the first step in self-development.

Organizations are synonymous with associations that have specific aims. One example is student organizations in higher education environments actively participated in by students, such as the Student Executive Board (BEM), Student Representative Council (DPM), Student Association (HIMA), Student Activity Unit (UKM), and others. UKMs function as platforms for students to gain knowledge outside of lectures, develop problem-solving skills, and learn about community service.

Universitas Bhayangkara Jakarta Raya has various UKMs, one of which is the Arts UKM with a Theater Division. This division provides a space for students to channel creative ideas, express themselves, and gain valuable experience portraying various characters.

Theater is an art form originating from classical Greece around 500 BC, performed on altars by priests, often featuring scenes of ritual sacrifices to the gods.

The motivation and desire for self-development within each member can drive organizational progress. High-quality individuals in managing an organization will generate creative and innovative ideas. This is what the Theater Division of UKM Seni Ubhara Jaya is currently doing.

## **Methods**

This research employs a qualitative method with data collection techniques through interviews, which involve a face-to-face question-and-answer process. The researcher posed several questions to informants, namely members of the Arts Student Activity Unit, Theater Division, at Bhayangkara University, Jakarta Raya, concerning individuals within the organization. The results indicate that the informants believe that good communication and openness among members can enhance creativity and reduce misunderstandings. Furthermore, they aspire to continuously develop themselves to the point where they can perform on prominent theatrical stages. This research also utilizes a literature study, drawing from various sources such as books, journals, modules, and information media (internet) relevant to this scholarly work. The object of this research refers to human resources in developing themselves within the said organization.

## **Result and Discussion**

An organization's success is determined by several factors, one of which is the capability of its human resources. The development of an organization should be in harmony with the self-development of its members, which ultimately leads to career advancement. From an organizational development perspective, career planning is essential to ensure that the organization's future growth aligns with the development of its members' capabilities.

According to Maureen Guirdham (1998)

*“Personal development is about enabling people to fulfill their potential, to expand their talents and to progress at work and through life with meaning and satisfaction. Ultimately, people have to develop themselves.”*

Personal development is a process of enhancing one's abilities to maximize the realization of their potential and capabilities (Notoatmodjo, 2015, p.161). Continuous personal development is essential for all members of an organization to effectively carry out their duties. Neglecting personal development can negatively impact the organization, potentially leading to stagnation or a lack of progress. Personal development occurs naturally; it is not limited to formal education. Every interaction we have with others contributes to our personal growth (Notoatmodjo, 2015).

Principles to Consider in Self-Development according to Notoatmodjo (2015) are as follows:

a) Self-development starts with oneself. Members of the Ubhara Theater Arts Student Activity Unit (UKM Seni Teater Ubhara) possess the willingness to strive for understanding, contribute, join, and be involved in the organization. Several factors support this willingness, including an interest in theater arts and a desire to learn about acting, increase self-confidence, gain experience and expand their network, or benefit from the Theater Arts Student Activity Unit itself. Some members aim to continue their plans to establish extracurricular activities at their previous schools by applying the theater knowledge gained. Others see it as an opportunity to improve their public speaking skills for stand-up comedy. Additionally, from a psychological perspective, they can learn about human character, recognizing that each individual has different masks they wear depending on the place, atmosphere, and the person they are interacting with. b) After establishing this willingness, the next step is self-diagnosis. This involves understanding that work results that have reached an optimum level can lead to dissatisfaction, which in turn creates a desire for continuous improvement. c) After self-diagnosis, the next step is to set self-development targets. This clarifies the direction of self-development. Within the Ubhara Theater Arts Student Activity Unit, each member has their own targets, such as performing various types of theater, appearing at the Grha Tanoto building, and participating in various theater festivals. d) The next step is to find resources and methods to achieve these self-development targets. This may include finding experienced and competent coaches who can create a comfortable and enjoyable training process. It also involves expanding their network and connecting with individuals who have expertise or experience in theater arts to share their knowledge, both within and outside the Ubhara Jaya campus. e) The next stage is implementing the self-development program. This involves carrying out activities aimed at achieving the previously established self-development targets. In the Ubhara Jaya Theater Arts Student Activity Unit, members agreed to hold small monthly performances called "Teater Keliling" (Traveling Theater) within the campus. The goal is to reintroduce the Ubhara Jaya Theater Arts Student Activity Unit, which has not performed in front of a large audience for a long time.

f) Once the self-development program or activities have been implemented, evaluation and monitoring are necessary. This is to assess the extent to which the goals have been achieved and to ensure that the members are on the right track in achieving their planned self-development objectives.

The development process of members in the Ubhara Jaya Theater Arts Student Activity Unit (UKM), according to Seligman's theory of positive psychology, particularly in its application to improving optimism by training the mind to focus on positive aspects, plays a significant role in fostering positive thinking among members facing challenges in reclaiming their sense of self after playing a role. This is because it can have a significant impact on the self-identity of members who portray characters different from themselves.

Members are encouraged to apply positive thinking and focus on reclaiming their sense of self to avoid getting lost in a role and to maintain awareness of their true identity. Another application of positive psychology in improving optimism is to embrace challenges as opportunities for learning and growth. As students, it's crucial to explore various aspects of life, including the art of acting in the Theater Arts UKM.

Playing a character different from oneself in front of an audience is not an easy task. It requires understanding the role, its characteristics, how the character speaks, walks, and lives their life, which will undoubtedly differ significantly from the actor's personality. However, this is the greatest challenge, and it can be seen as a new experience and knowledge for learning about acting within the Theater Arts UKM.

Gaining experience and expanding one's network are crucial for personal development within an organization, as these are vital factors for organizational growth. Participating in student activity units on campus is one way to achieve this, and the Theater Arts UKM is a good option. This UKM focuses on acting, with members performing various types of performances for the audience, including musicals, theatrical poetry, monologues, pantomimes, and many more.

Emotional regulation is also a part of self-development. In addition to portraying a role, actors must also manage their emotions related to the character they will play. According to Goleman (1999), emotions are mental states that manifest themselves through noticeable bodily changes. In another definition, emotions are states or feelings that lead to behavioral changes, triggered by specific situations that make the behavior apparent.

Several types of emotional intelligence are crucial for members of a theatre group: a) Self-Confidence: Self-confidence is a vital aspect for every member. During training, members learn to control themselves on stage, with self-confidence being the foundation for delivering a compelling performance. It also facilitates interaction and fosters familiarity among members. b) Motivation: Motivation drives individuals to engage in activities. In a theatre group, it fuels enthusiasm for

training and encourages continuous self-improvement. As Yusril suggests, motivation enables individuals to approach tasks with sincerity and dedication. c) Self-Control: Calhoun and Acocella (1990) define self-control as the regulation of one's physical, psychological, and behavioral processes. Goldfried and Merbaum define it as the ability to organize, manage, guide, and direct behavior towards positive outcomes.

Self-control encompasses several aspects: a) Behavioral Control: This involves responding effectively to often unpleasant situations, such as stage fright. Even when experiencing stage fright, actors must manage their behavior to ensure a successful performance. b) Cognitive Control: This refers to the ability to manage unwanted information. For instance, if actors become deeply immersed in their roles and carry those personas into their daily lives, cognitive control helps them separate their true selves from the assumed roles. c) Delaying Gratification: This involves choosing actions perceived as right or appropriate. During a performance, actors can improvise if they sense something is amiss in their dialogue or movements, prioritizing the overall quality of the performance. d) Informational Control (Adi Gunawan): This involves obtaining information about stressful events, including when, why, and their consequences. It is crucial for members to possess informational control to prepare for potential challenges during a performance and understand the implications of errors.

The self-development process of members in the Theater Arts Student Activity Unit (UKM Seni Teater) prioritizes the role of both members and the chairperson to actively communicate regarding matters necessary for organizational development. This includes problem-solving, collaborative meetings to plan performances, and strategies for members to connect with each other and provide emotional support, fostering a sense of belonging and comfort within the UKM Seni Teater. Harmonious relationships between members, the chairperson, and other administrators can enhance performance and increase the theater group's recognition among students at Bhayangkara University Jakarta Raya by delivering high-quality and satisfying theatrical performances.

This study's findings indicate that the abilities and quality of an organization's human resources determine its success. These abilities and qualities are derived from the self-development process. When individuals within an organization possess clear goals, determination, and a strong inner drive for self-improvement, it positively impacts the organization, ultimately leading to its growth and development.

## **Conclusion**

Based on the explanation above, in the self-development of members of the Ubhara Jaya Theater Arts Student Activity Unit, it is essential to have the desire, self-diagnose, set targets, seek

development resources, implement programs, and conduct evaluations. These principles help members to grow in the art of theater. It is also necessary to exercise self-control to avoid losing sight of one's true identity when playing a role, and to manage emotions effectively.

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