


# An Integration Of Emotional Maturity Human Resources Training Strategy To Improve Student Harmony Of Medan Aviation Polytechnic

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Article Info	ABSTRACT
<p><b>Keywords:</b> Emotional maturity; human resource development; and harmony.</p>	<p>This study discusses how emotional maturity can be integrated into human resource training and development strategies to enhance harmony among students at Medan Aviation Polytechnic. Students, who are generally aged between 18 and 23, are in the early stages of adulthood, which often face emotional instability. Therefore, it is important to manage oneself and channel emotions positively. This research method uses a descriptive quantitative research type to determine the effect of extracurricular activities, outbound, and leadership training on the emotional maturity of Medan Aviation Polytechnic students by using the interview method in its preparation. The population of this study was all students of Medan Aviation Polytechnic who had participated in the activities. The sample was taken using a purposive sampling technique with a total of 109 students. Through extracurricular activities and training programs, the Medan Aviation Polytechnic strives to cultivate emotional maturity that not only enhances harmony among students from diverse backgrounds but also prepares them to become professional workers. With a humanistic approach based on the principles of mutual respect, mutual learning, and mutual support, students are taught emotional skills that contribute to creating a harmonious campus environment.</p>
<p>This is an open access article under the <a href="https://creativecommons.org/licenses/by-nc/4.0/">CC BY-NC</a> license</p> 	<p><b>Corresponding Author:</b> Muhammad Caesar Akbar Medan Aviation Polytechnic <a href="mailto:mhdcaesar@poltekbangmedan.ac.id">mhdcaesar@poltekbangmedan.ac.id</a></p>

## INTRODUCTION

Integration is the unification of different elements so that they become a harmonious whole without leaving out the elements that are integrated. (Syarnubi, 2022). Integration is divided into several types, one of which is character integration. (Haryanto et al., 2023). This character integration will have a real impact on the social conditions of students. (Ridhwan et al., 2020). Student life is also closely related to heterogeneous conditions, where students come from various different tribes, races, and religions. (Pertiwi et al., 2022).

The majority of Medan Aviation Polytechnic students are aged 18 to 23 years, which is when someone is considered to be entering adulthood. It is at this age that a person is susceptible to stress and has difficulty controlling their emotions. (Djari & Heriyawan, 2022). Emotional is a factor from within oneself, such as intellectual. (Fazira et al., 2022). The emotional level of students can also be influenced by the condition of the campus with

students because they come from various different tribes, races, and religions. (Pertwi et al., 2022). A person's maturity determines a person's self-control, one of which is emotional control. (Djari & Heriyawan, 2022). Self-control refers to the ability to control one's own emotions so that one can influence and be influenced by others. In addition, a person will be able to adapt and integrate themselves in various environments because they will be able to control their emotions in various conditions.

The emotional turmoil experienced by students is also closely related to a number of factors, namely life situations, family, friends and so on. Therefore, students must be able to adjust themselves well. To achieve an active emotional condition, students must be able to understand and regulate their emotions. By having good intellectual abilities, of course, it must be accompanied by emotional pressure that has an impact on student creativity. (Djari & Heriyawan, 2022). If emotions are not channeled, it will cause problems with the mental health of the students themselves. (Sari & Susmiatin, 2023). Therefore, the emotional maturity of Medan Aviation Polytechnic students must be channeled into useful activities, so that it will have a positive impact on the students themselves and the campus. There are many activities on the Medan Aviation Polytechnic campus, one of which is through extracurricular activities. (Sukarwoto, Akbar, et al., 2023). The existence of this activity will certainly have a positive impact on students of the Medan Aviation Polytechnic, so that students' emotions can be controlled well.

Extracurricular activities are also a means of harmony in campus life with humanistic methods. (Sukarwoto, Wimatra, et al., 2023). Therefore, to achieve quality human resources, students' emotions must be channeled. (Sukarwoto, Akbar, et al., 2023). With the existence of extracurricular activities, it can be used as a container and form to fill free time with useful activities. Medan Aviation Polytechnic has principles that are applied as a reference, namely the principles of *silih asih*, *silih asah*, and *silih asuh*, so that with these principles, harmonious harmony can be created among fellow students. (Sukarwoto, Wimatra, et al., 2023). Students are required to occupy dormitories, of course with monotonous activities it will trigger something bad. (Setiyorini & Kuncoro, 2019). Monotonous activities will also affect the mood of each student. (Rifani & Rahadi, 2021). Prevention of this is by combining various activities so that harmony is maintained with the principles of *silih asih*, *silih asah*, and *silih asuh*. (Sukarwoto, Wimatra, et al., 2023).

Medan Aviation Polytechnic implements a system of togetherness and family, so that a harmonious life is created in the dormitory environment between students, staff, lecturers and caregivers. (Akbar et al., 2023). It is natural for every student in the dormitory environment to feel bored. (Setiyorini & Kuncoro, 2019). The family system with the principles of *silih asih*, *silih asah*, and *silih asuh* creates harmony in the Medan Aviation Polytechnic student environment. (Sukarwoto, Wimatra, et al., 2023).

Based on the description above, a human resource training and development strategy is needed to integrate emotional maturity in increasing harmony in the Medan Aviation Polytechnic student environment.

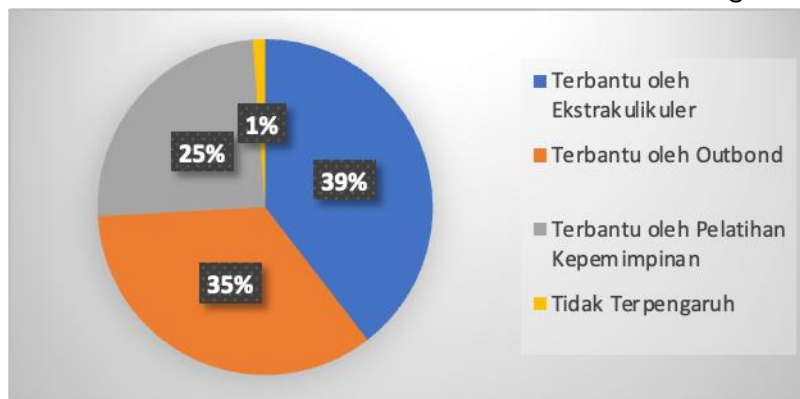
## METHODS

This research method uses a descriptive quantitative research type to determine the effect of extracurricular activities, outbound, and leadership training on the emotional maturity of Medan Aviation Polytechnic students by using the interview method in its preparation. The population of this study was all students of Medan Aviation Polytechnic who had participated in the activities. The sample was taken using a purposive sampling technique with a total of 109 students. In this study, the data collection method used structured interviews to explore the impact of activities on emotional maturity and the data was analyzed descriptively to describe the proportion of the impact of each activity. The results of the analysis are used to conclude the contribution of each activity to students' emotional maturity and provide recommendations related to HR development programs to improve harmony between students.

## RESULTS

### Result Interview

The results of interviews conducted with 109 students are shown in Figure 1.



**Figure 1.** The Influence of Extracurricular Activities, Outbound Activities, and Leadership Training

Based on the results of the study, it shows that 39% of students feel that extracurricular activities help improve their emotional maturity, 35% of students feel that outbound events are the most helpful for their emotional maturity, 25% of students feel that leadership training has the greatest impact on their emotional maturity, and the remaining 1% of students do not feel a significant impact from these activities. So that extracurricular activities, outbound and leadership training have the potential to support the development of emotional maturity and can improve harmony between students.

### Emotional Maturity

Adulthood is a phase in which individuals gradually build an independent and mature self-identity. In adulthood, individuals tend to be more confident in their opinions. Along with emotional maturity, they are expected to be able to manage various feelings, both positive emotions such as joy and negative emotions such as sadness. The ability to understand and manage emotions is the key to establishing healthy relationships with

oneself and others.(Damanik et al., 2022). Like the students of Medan Aviation Polytechnic who have an age range of 18 to 23 years, this age is entering early adulthood, of course there is an emotional feeling in each student.

Students of Medan Aviation Polytechnic are students who are required to occupy dormitories during their education on campus. Students come from various tribes, races, and religions. Of course, with the heterogeneous state of students, various things arise, both positive and negative. The ethnic origin, race, and religion of each student provide color with different styles and emotional channels. This can happen because students are still in the process of developing their identity and have not fully appreciated the importance of a positive communication style in interpersonal interactions.(Nurrachmah, 2024).

Relationships with others are crucial in determining how students navigate the social and emotional aspects of life. Students often experience difficult transitions, as they must adjust to new environments, form social bonds, and manage multiple academic demands.(Moulina et al., 2024). So that Medan Aviation Polytechnic expects its students to be able to improve the quality of social interaction between students, and can support their emotional and intellectual development. This will certainly lead to a better direction for individuals, and is done in various ways, so that Medan Aviation Polytechnic students become students who have maturity.

Of all the things that Medan Aviation Polytechnic expects, one of the important things is that students must be able to control their emotions. Because living in a dormitory with strict rules will certainly give emotional pressure to each student. With monotonous dormitory activities, it will also have an impact on each student. This is where Medan Aviation Polytechnic facilitates various activities, so that activities are not monotonous and students live a harmonious life and each student's emotions are channeled into positive things.

#### **HR Training and Development Strategy.**

The emotional channeling of the early adulthood of Medan Aviation Polytechnic students is carried out through various activities. These activities are also carried out to improve abilities and create superior Human Resources (HR). In addition, this activity is also a means of closeness between students of level I, level II, and level III so that life on campus becomes more harmonious. Through various series of activities, it is hoped that students can develop their potential, expand their networks, and build valuable relationships. Activities held by Medan Aviation Polytechnic include extracurricular activities, leadership training, outbound, public lectures, social nights, art nights, gala dinners, and many more, by presenting experts in their fields.

Based on the interview results, it can be seen that various activities such as extracurricular activities, outbound activities, and leadership training have a positive influence on emotional maturity. Most students, around 39%, feel that extracurricular activities really help them learn to manage their emotions better, especially because they often interact with other people and are given responsibility in groups. By participating, students can not only achieve achievements, but also learn to be responsible, find their identity, and build strong relationships with peers.(Umar & Masnawati, 2024).

On the other hand, 35% of students felt that outbound activities, with physical challenges and togetherness in an open natural setting, gave them experiences that strengthened their ability to deal with pressure and difficult situations. In addition, leadership training was designed to equip students with the skills and knowledge needed to become effective leaders.(Nurdin et al., 2023). 22.9% of students acknowledged that leadership training had a significant impact, helping them understand how to lead and manage emotions in the context of working with others.(Moejiono, 2022). However, there are about 1% of students who feel that these activities do not have much impact on their emotional maturity, possibly due to lack of active participation or different learning style preferences. From these results, it can be concluded that although the impact varies, the three activities generally contribute greatly to the development of students' emotional maturity.

Based on this research, the development of HR training programs that focus on improving emotional maturity in the college environment can consider a combination of extracurricular activities, outbound, and leadership training. By providing a variety of choices, educational institutions can be more effective in reaching and meeting the emotional needs and self-development of students as a whole. In addition, student success is also greatly influenced by mental health, discipline, motivation, harmony and sense of responsibility.(Akbar et al., 2024).

#### **Form of Harmony of Medan Aviation Polytechnic Students.**

Students of Medan Aviation Polytechnic who are entering early adulthood are in an important phase of development in their lives. This phase is marked by a tendency to justify themselves, namely when they feel that their views or actions are always right, even though they sometimes conflict with the norms or advice of others. In addition, in this early adulthood, students tend to follow the flow of life without considering the long-term impacts, whether following positive or negative things.(Damanik et al., 2022). This happens because they are still in the process of finding their identity, which involves exploring values, interests, and the direction they will take in life.(Kurniawan, 2022).

Psychologically, this period is also a period of searching for self-identity, where students try to understand who they are, what they want in life, and how they want to be known by others.(Afrilia et al., 2024). They are becoming more independent, but often still need guidance to make wise decisions. The challenge they face is how to balance the desire for independence with the need for direction or advice from someone more experienced.

Students are required to be in the dormitory during their education at the Medan Aviation Polytechnic, of course this causes boredom. In addition, boredom and emotional pressure also continue to accompany the feelings of each student. This is due to the monotonous and repetitive activities continuously. Differences in ethnicity, race, and religion are also factors of emotional instability which if not channeled properly will have a negative impact on harmony between students. Activities at the Medan Aviation Polytechnic are carried out well so as to help students channel their emotions into positive things. Well-managed emotional maturity also has a positive impact on harmony between students,

strengthening relationships and togetherness between students in the Medan Aviation Polytechnic environment.

With a humanistic parenting pattern, Medan Aviation Polytechnic has succeeded in creating a harmonious campus environment.(Sukarwoto, Wimatra, et al., 2023). The humanist pattern is channeled with the principles of silih asih, silih asah, and silih asuh so that it has a deep impact on the heart of every student.(Sukarwoto, Wimatra, et al., 2023). Silih asah is a term for guiding each other between seniors and juniors towards positive things, seniors can also be given knowledge from juniors if the juniors have more abilities than the seniors. Silih asih is a term for loving each other to all residents of the Medan Aviation Polytechnic campus. This has an impact on increasing the harmony of the Medan Aviation Polytechnic environment between lecturers, employees, students, caregivers, and other workers. Silih asuh is a term for caring for each other between seniors and juniors, not only that, employees also take part in caring for students. The principle of silih asuh has a deep impact, where each student loves each other sincerely.

## CONCLUSION

Based on the results of the study above, it can be concluded that integrating emotional maturity into human resource (HR) training and development strategies is very important to create a harmonious environment among students. By directing the emotions of Medan Aviation Polytechnic students to positive things, they can learn how to manage emotions well, communicate more effectively and wisely, and increase tolerance between individuals. Emotional maturity training also helps students to work together and understand each other better, so that it can create a more peaceful and harmonious atmosphere in the Medan Aviation Polytechnic environment.

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