



The Influence of Student Management Skills Training on Communication Effectiveness in Student Organizations

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ABSTRACT

In the 21st century era of globalization, students are faced with the challenge of becoming adaptive and competitive individuals. Student Management Skills Training (LKMM) plays an important role in equipping students with managerial skills and effective communication. This research uses a qualitative approach with a literature analysis design to explore the influence of LKMM on communication effectiveness in student organizations. The results showed that the training not only improved students' communication skills, but also strengthened their managerial and strategic decision-making skills. LKMM helps students understand the organizational structure, increases self-confidence, and encourages active involvement in the organization. Thus, LKMM contributes significantly to the effectiveness of student organizations, creating a more productive and collaborative environment.

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Introduction

In the 21st century era of globalization, students are faced with the challenge of becoming adaptive and competitive individuals. The rapid development of technology requires students to not only master academic knowledge, but also effective managerial and communication skills. In this context, the Student Management Skills Training (LKMM) is one of the important programs designed to equip students with the necessary skills in organization. LKMM consists of several



levels, ranging from pre-basic to advanced, each of which has specific objectives in developing managerial skills. This program not only aims to improve students' technical abilities, but also to build character and leadership attitudes needed in student organizations. By participating in LKMM, students are expected to develop reliable communication skills, which are key to achieving effectiveness in organizations.

Effective communication skills are one of the crucial aspects in the success of organizations, including student organizations. In this case, the Student Management Skills Training (LKMM) plays an important role in equipping students with the managerial skills needed to interact and collaborate productively. LKMM not only provides theoretical knowledge, but also hands-on practice that allows students to develop communication skills in an organizational environment ([Kusumawardani, 2024](#)). The Student Management Skills Training (LKMM) is designed to improve student management skills through several strategic steps. First, the training design of the LKMM program is programmed to provide students with theoretical knowledge and hands-on practice, so that students can develop managerial skills that are balanced between theory and practice. Second, the materials used in the LKMM training include relevant topics such as ethics, leadership, and organizational management. The aim is for students to recognize their potential and develop a critical and creative attitude.

The main focus of LKMM is not only on knowledge transfer, but also on national character building. Therefore, the training is designed to help students develop behaviours that are in line with strong cultural and moral values. In addition, intensive practical activities are always present in every series of LKMM training, allowing participants to gain real experience in running management projects, so that students can learn how to apply theory to real situations. Finally, the LKMM training is integrated with the student organization environment, which allows students to practice directly in a team or group, so that students can develop communicative skills and effective teamwork.

Through this design, LKMM aims to form young people who are ready to take an active role in various fields, especially in student organizations. This study aims to explore the effect of management skills training on communication effectiveness in student organizations. By understanding the relationship between these two aspects, it is hoped that better strategies can be found to improve the quality of communication among organizational members, as well as strengthen the role of student organizations as a means of self-development and leadership for students. Through LKMM, students are expected to become leaders who are not only academically competent but also have qualified communication skills, so that they can contribute optimally in achieving the common goals of the organization.

Method

This research uses a qualitative approach with a literature analysis design to understand the relationship between student management skills training and communication effectiveness in student organizations. Through the analysis of documents such as relevant journals, books and articles, this research explores key



themes related to the topic. According to ([Creswell 2018; 2022](#)), qualitative approaches allow researchers to explore deeper meanings, while Fink (2005) emphasizes the importance of systematic literature reviews to synthesize information from multiple sources. Booth et al. (2024) also stated that literature analysis helps identify research gaps and direct the focus of further studies.

Findings

1. Improved Communication Skills

The effect of student management skills training on communication effectiveness in student organizations is significant. Various studies support the importance of targeted training programs and active participation in student organizations. ([Walidin et al. 2023](#)) showed that leadership and organizational management training significantly improved students' communication abilities as well as strategic decision-making skills. This suggests that structured training can equip students with the necessary tools to effectively navigate complex organizational dynamics.

In this case, the effect of students' management skills training is not only limited to improving communication skills, but also includes the development of essential managerial skills. When students engage in management-focused training programs, they learn to communicate more effectively in organizational situations, both in formal and informal contexts. Good communication skills enable students to convey ideas, provide feedback, and collaborate with other team members, which are all important aspects of running a student organization ([Aulia et al., 2023](#)).

Management skills training also helps students understand the structure and function of organizations, which in turn enhances their ability to communicate strategically. By understanding how organizations operate, students can identify the best ways to convey messages and influence decisions within the organizational context. This is in line with the findings of ([Imron & Sahrah, 2023](#)) who emphasized that effective communication training has a substantial impact on students' overall communication skills.

Therefore, the effect of student management skills training on communication effectiveness in student organizations can be seen as a mutually supportive cycle. Good training not only improves communication skills but also strengthens the managerial abilities needed to better lead and manage the organization. Thus, investment in management skills training programs is crucial to improving communication effectiveness and the overall success of student organizations ([Haryanti et al., 2020](#)).

Targeted management skills training was shown to improve students' communication skills. This improvement in communication skills is particularly relevant in the context of student organizations, where effective interaction between members is essential to achieve common goals. With better



communication skills, students can more easily convey the vision and mission of the organization and coordinate activities more efficiently. This not only improves collaboration within the team but also strengthens relationships between members, which contributes to the overall effectiveness of the organization (Mister, 2017). Students who participated in organizational leadership and management training experienced significant improvements in the ability to communicate effectively. This includes the ability to convey ideas, provide feedback, and interact with other members of the organization.

The ability to provide constructive feedback and interact positively with other members can create a more harmonious and productive work environment. Thus, management skills training that focuses on communication not only improves individual abilities but also strengthens group dynamics in student organizations, which is critical to the success and sustainability of such organizations (Aulia et al., 2023).

The study on the effect of student management skills training on communication effectiveness in student organizations is closely related to the study on the effect of communication skills on student social interaction. It was found that good speaking skills contributed significantly to social interaction, with an effect of 60.2%. This suggests that improving speaking skills can create an inclusive environment and support positive social interactions on campus (Avitasari et al., 2023). Management skills exercises that focus on developing communication skills can also improve communication effectiveness in student organizations. With good speaking skills, students can interact better with fellow students and lecturers, strengthen social relationships, and increase participation in organizational activities.

In summary, improved communication skills resulting from student management skills training are multifaceted and have far-reaching implications. By investing in targeted training programs, educational institutions can significantly enhance students' communication abilities, leading to more effective collaboration, stronger team dynamics, and a more inclusive organizational culture. Ultimately, these skills not only contribute to the success of student organizations but also prepare students for future professional endeavours.

2. Managerial Skills Development

The effect of student management skills training on communication effectiveness in student organizations is an important topic in the context of managerial skills development. This training focuses not only on improving communication skills, but also on developing essential managerial skills for students. (Rahmah et al., 2024) emphasized that effective communication training contributes to the development of managerial skills, which are very important in student organizations. Good managerial skills enable students to plan, organize, and direct organizational activities more efficiently. The Student Management Skills Training (LKMM) program covers various aspects of communication, including verbal and non-verbal communication. These skills are essential in carrying out roles in student organizations, where effective interaction between members is the key to



success ([Amirulhaq, 2021](#)). Research shows that the effectiveness of interpersonal communication in an organization greatly affects the group cohesiveness of its members. The higher the effectiveness of interpersonal communication, the higher the group cohesiveness of student organization administrators. In addition, positive communication has a significant influence on job performance in student organizations. This shows that the development of communication skills can improve the overall effectiveness of the organization ([Rahmah et al., 2024](#)).

The development of managerial skills through training also helps students understand how to communicate strategically in an organizational context. With this understanding, students can better coordinate activities and achieve common goals ([Haq, 2016](#); [Khaeruman et al., 2021](#)). The development of managerial skills through student management skills training is essential for enhancing communication effectiveness and overall organizational success in student organizations. By investing in comprehensive training programs, educational institutions can equip students with the necessary tools to plan, organize, and lead effectively. The resulting improvements in communication, group dynamics, and strategic coordination not only benefit individual students but also contribute to the long-term sustainability and impact of student-led initiatives. Ultimately, fostering strong managerial skills is crucial for creating a productive and collaborative environment that empowers students to thrive in their organizational roles.

3. Improved Strategic Decision Making

The enhancement of strategic decision-making skills through student management skills training, has a significant influence on the effectiveness of communication and strategic decision-making in student organizations. Various studies have shown that involvement in these training programs not only improves students' communication abilities, but also strengthens decision-making skills. LKMM programs are designed to equip students with the necessary knowledge and skills to manage organizations. For example, the intermediate-level LKMM provides materials on organizational condition analysis, human resource management, and organizational performance measurement. This helps students understand how to make strategic decisions based on proper situation analysis. With this understanding, students can formulate more effective strategies to achieve organizational goals.

Involvement in organizations also contributes positively to students' decision-making skills. ([Nasution 2023](#)) reported that participation in off-campus student organizations contributed 43% to students' communication skills. This involvement allows students to apply learned skills in real situations, thus improving their ability to make better and faster decisions.

Good communication skills enable students to participate more actively in discussions and decision-making processes within the organization, which is crucial in terms of leadership. Training programs often include simulated meetings and case discussions that give students hands-on experience in decision-making



(Nastiti, 2023). This not only enhances students' understanding of group dynamics but also trains students to think critically and make strategic decisions under pressure. With this practical experience, students can hone their analytical skills and increase their confidence in making the right decisions. In addition to technical skills, the training also emphasizes the importance of soft skills such as communication, teamwork, and leadership.

Improved strategic decision-making is a significant outcome of student management skills training programs like LKMM. By combining theoretical knowledge with practical experience, students develop the necessary skills to analyze situations, communicate effectively, and make informed decisions. The integration of communication, critical thinking, and soft skills training enhances students' overall effectiveness as leaders within student organizations. Ultimately, these skills not only contribute to the success of student-led initiatives but also prepare students for future challenges in their professional careers.

4. Increased Involvement in Organizations

Student management skills training has a significant impact on communication effectiveness and student involvement in student organizations. Candra (2020) notes that this training program not only assists students in developing public speaking skills but also provides a better understanding of the basic concepts of leadership. Public speaking skills are an important component of effective communication, and through training such as Latihan Keterampilan Manajemen Mahasiswa (LKMM), students can be trained to communicate better in organizations.

Active participation in student organizations is strongly influenced by management skills training. This training encourages students to be more involved in organizational activities, which in turn increases their self-confidence. Candra (2020) emphasized that with better communication skills, students can contribute maximally in discussions and decision-making within the organization. This is important because effective communication allows for constructive discussions and better decision-making.

Some important points regarding the effect of management skills training on communication effectiveness in student organizations are as follows.

1. **Skill Development:** The training helps students hone their public speaking skills, which are important for presentations and discussions. With these skills, students can convey ideas and opinions more clearly and persuasively.
2. **Increased Self-Confidence:** With better communication skills, students feel more confident to actively participate in organizational activities. This confidence is essential to encourage students to be more involved in discussions and decision-making.
3. **Better Involvement:** Students' active participation in the organization can improve the quality of activities and the organization's reputation in the community. This involvement is not only beneficial for the students themselves,



but also for the organization as a whole, as it can attract more members and support from outside parties.

4. **Effective Communication:** This training also contributes to the ability of organizational members to manage conflict and communicate strategically, which is critical to organizational success. With these skills, students can resolve differences of opinion constructively, thus creating a more harmonious work environment.

Increased involvement in organizations as a result of student management skills training is a critical factor in enhancing the effectiveness and sustainability of student-led initiatives. By fostering active participation, building self-confidence, and creating a sense of belonging, training programs like LKMM empower students to engage meaningfully in their organizations. The positive impact of this involvement not only benefits individual students but also contributes to the overall success and reputation of student organizations, creating a collaborative and productive environment for all members. Investing in management and leadership skills development is essential for cultivating a vibrant and engaged student community.

Discussions

Positive Impact on Organizational Effectiveness

Overall, the effect of student management skills training contributes to communication effectiveness in student organizations. Trained students can collaborate better, resolve conflicts more effectively, and achieve organizational goals more efficiently. This suggests that management skills training programs are essential for improving the performance of student organizations.

1. **Better Collaboration:** Students who participated in management skills training showed better collaboration skills. This allows students to work together in teams more effectively, speed up the decision-making process, and improve group work outcomes. Research by ([Walidin et al., 2023](#)) showed that organizational leadership and management training improved students' ability to make strategic decisions and communicate effectively, which is particularly important in the context of student organizations.
2. **Effective Conflict Resolution:** Effective communication training helps students to resolve conflicts constructively. With good communication skills, students can identify problems more quickly and find solutions that satisfy all parties. This is especially important in student organizations, where group dynamics often require a diplomatic and collaborative approach.
3. **Achievement of Organizational Goals:** Trained students have a better understanding of organizational management, which enables them to set and achieve organizational goals more efficiently. Research shows that involvement in student organizations contributes to the improvement of interpersonal communication skills, which in turn supports the achievement of organizational



goals. With these skills, students can formulate better strategies to achieve the organization's vision and mission.

4. **Improved Interpersonal Skills:** Experience in student organizations contributes to the improvement of interpersonal communication skills. Research by (Aulia et al., 2023) emphasized that involvement in organizations helps students become more confident and open in communicating, increasing social interaction. These skills are essential for building good relationships between members of the organization, which in turn increases the effectiveness of communication within the organization.
5. **Long-term Competency Development:** Management training not only provides short-term benefits but also equips students with the necessary skills for their future careers. According to (Nasution, et al. 2024) the training shapes the character of leaders with integrity and enhances teamwork skills, which are essential in the professional world. Thus, trained students are not only ready for the challenges within the organization, but also in the wider world of work.

Student management skills training has a profound positive impact on organizational effectiveness within student organizations. By fostering better collaboration, effective conflict resolution, and the achievement of organizational goals, this training enhances the overall performance and sustainability of these organizations. Additionally, the development of interpersonal skills and long-term competencies prepares students for future challenges in their careers, creating a generation of leaders who are not only academically competent but also capable of making meaningful contributions to society. Investing in management skills training is essential for cultivating effective communication and productive collaboration, ultimately leading to the success of student organizations and their members.

Conclusion

In conclusion, the Student Management Skills Training (LKMM) plays a pivotal role in enhancing communication effectiveness and managerial skills among students in organizational settings. This training not only equips students with essential communication abilities but also fosters the development of critical managerial competencies necessary for effective leadership within student organizations. The findings indicate that participation in LKMM significantly improves students' public speaking, strategic decision-making, and conflict resolution skills, which are vital for successful collaboration and achieving organizational goals. Moreover, the integration of theoretical knowledge with practical experiences in LKMM allows students to apply their learning in real-world contexts, thereby reinforcing their understanding of organizational dynamics. As students engage in management-focused training, they become more confident and active participants in their organizations, leading to improved interpersonal relationships and a more harmonious work environment. The positive impact of LKMM extends beyond immediate organizational benefits; it also contributes to the long-term development of students as future leaders. By cultivating strong communication and managerial skills, LKMM prepares students to navigate the complexities of the



professional world, fostering a generation of leaders who are not only academically proficient but also capable of making meaningful contributions to society. Ultimately, investing in management skills training programs like LKMM is crucial for enhancing the effectiveness of student organizations, promoting a culture of collaboration, and ensuring that students are well-equipped to meet the challenges of the 21st century. Through such initiatives, educational institutions can empower students to become proactive leaders, ready to take on active roles in their communities and beyond.

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