THE PROGRAM EVALUATION OF SPIRITUAL LEADERSHIP TRAINING HELD BY IAIN PURWOKERTO

THESIS

Presented to Faculty of Da'wa, State Institute on Islamic Studies Purwokerto as a Partial Fulfillment of the Requirements for Undergraduate Degree in Da'wa

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declare that this thesis script is entirely my own research outcome or work, except in given parts which are cited the sources.

Purwokerto, August 28, 2017

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OFFICIAL MEMORANDUM OF SUPERVISOR

To the Honor,
Rector of State Institute on Islamic
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In
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Assalamu'alaikum Wr.Wb.

After making the guidance, review, direction, and correction of thesis which has written by Arif Widodo, S.N. 102311039 entitled:

THE PROGRAM EVALUATION OF SPIRITUAL LEADERSHIP TRAINING HELD BY IAIN PURWOKERTO

I recommended that the thesis be able to be submitted to rector of State Institute on Islamic Studies Purwokerto to be examined (munaqoshah) in order to get Undergraduate Degree in Da'wa (S.Sos.).

Wasalaamu'alaikum Wr.Wb.

Purwokerto, August 28, 2017
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ENDORSEMENT

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THE PROGRAM EVALUATION OF SPIRITUAL LEADERSHIP TRAINING HELD BY IAIN PURWOKERTO

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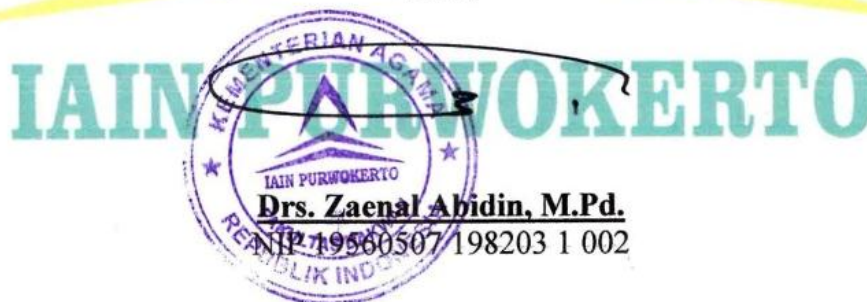Secretary of session/Second Examiner,

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THE PROGRAM EVALUATION OF SPIRITUAL LEADERSHIP TRAINING HELD BY IAIN PURWOKERTO

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ABSTRACT

As a developing country Indonesia needs qualified human resources to support the development of the country in all sectors. The biggest hope for qualified human resources is from young generation that is teenager (students of senior high school). To be qualified human resources, teenager needs a good achievement motivation. Students with achievement motivation will study hard to get success in the school and his life. But in the fact, teenagers are experiencing less motivation and spirituality as the negative impact of globalization. Even, students of senior high school 12 grades have anxiety to face the national exam.

Spiritual leadership training held by IAIN Purwokerto gives alternative way of motivation and spiritual leadership training. The training is concern to build motivation and personalities of the teenager especially the students of senior high school. The trainer used simple format to internalize the value of religion so participants can receive it easily. This training used interesting slide, audio (music), video, and several games in order the participant enjoy the activity. Based on this reason, researcher was interested in this activity to take research about the program evaluation of spiritual leadership training. In this research, question of research is: How is the effectiveness of Spiritual leadership Training held by IAIN Purwokerto on December 2015: Context, Input, Process, and Product?

The type of research is field research that has descriptive qualitative characteristic. The location of research is IAIN Purwokerto, at Ahmad Yani Street Number 40 A Purwokerto. The research method is observation, interview, and documentation. The methods of analysis data are data reduction, data display, and conclusion drawing. The object of research is the program of Spiritual Leadership Training held by IAIN Purwokerto.

Result the research of the program evaluation of spiritual leadership training held by IAIN Purwokerto on December 2015 is the effectiveness of the program: context, input, process, and product. Evaluation result of the input, process, and product is effectives because appropriate to the expert and gives positive influence to the trainees. After following training, the trainee become more motivated in learning and worship, in the end they get the better result in final exam. However, evaluation results of the context less effective because some school objectives have not been planed by manager of spiritual leadership training. The concept of spiritual leadership in SLT IAIN Purwokerto is effective because appropriate to the spiriritual leader's characteristic of Tobroni. The concept of achievement motivation in SLT IAIN Purwokerto has similarities with achievement motivation theories of Mc Cleland.

Keyword: Evaluation, Spiritual Leadership, and Achievement motivation.

MOTTO

" Reach the power of spirituality for the success of leadership"[1]

- _____Arif Widodo_____ -

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[1] Tobroni, *The Spiritual Leadership*, (Malang: UMM Pres, 2010), P.i.

ACKNOWLEDGEMENT

Author dedicates this thesis to:

1. My beloved father (Muhammad Mukhtar) and my beloved mother (Sartiyem) who has given me motivation to finish my study and always give me spirit to get my dreams in the future. Thank you for all. I cannot repay it all.

2. My wife (Lukluk Atun Nafisah) and my daughter (Muktatlifah Linna'ma Widodo) who has given me spiritual motivation and always pray for me, so I am able to finish my study.

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5. All my friends in Potency; Pak Sony Susandra, Pak Suwito, Mas Ilham, Angga, Nisa, Nanang, Dedew, Syaiful, Nurul, Isna (I always pray for you to get your dream).

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7. All my frineds in PMII; Mas Anwar, Mba Widia, Galih, Zizah, Aulia, Mas Kholis, Mas Agus "nyenye", (thanks for your support), and another friends that I cannot write one by one. *Thanks for accompany me in every Movement*.

8. All my friends BKI generation 2010. Thanks for unforgettable moment that we have passed it together. That was a wonderful experience in my life.

PREFACE

First, all praise be to Alloh SWT who has given us happiness and fullness, so the author can finish the thesis entitle: "**The Program Evaluation of Spiritual Leadership Training Held By IAIN Purwokerto**". Second, *shalawat* and *salam* to the last Messenger who has brought us from the darkness into brightness.

Alhamdulillah, after long way, this thesis could be arranged. This thesis is arranged as an authentic proof that writer has followed the academic regulation which has been regulated in State Institute on Islamic Studies of Purwokerto. There is still a shortage in this thesis, caused by the limited ability of writer, but hopefully the lack of it does not reduce benefits.

This thesis will not be finished, when there is no support and participation of various parties. Therefore on this occasion, the writer would to express gratitude and the highest appreciation to:

1. Dr. A. Luthfi Hamidi, M.Ag., as the Rector of State Institute on Islamic Studies of Purwokerto.

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Without their help, this thesis could have never been finished. May God bless us and keep us on the right path. Amen.

Purwokerto, August 28, 2017
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CHAPTER I

INTRODUCTION

A. The Background of Research

As a developing country, Indonesia needs qualified human resources to support the developments of the country in all sectors.[1] In order to get qualified human resources, the schools tried their best to improve quality of the students. The students are equipped with a lot of knowledge as early as possible and required to learn as much as possible in order to achieve satisfactory results. Especially on students who are in senior high school 12 grades. They are expected to be able to get good results in the National Exam (UN) as provision to continue their study to the college level or apply for jobs in accordance with the dreams that are expected.[2]

They have left childhood and have entered adolescence where one of the developmental tasks that must be done is preparing for a career in the future. To prepare for the career, adolescents are given time to try different lifestyles and determine the patterns of behavior, values, and traits that are most appropriate for themselves because adolescence is considered a transitional period. Teenagers will be required to perform as best as possible to be able to face the competition in realizing his goals.[3]

This is appropriate with the opinion of Harlock who said that adolescence is an important period in terms of achievement. Social and academic pressures

[1] Imam Nachrowi, "Pemuda Harus Menjadi Tulang Punggung Kemajuan Bangsa Indonesia", *https://elshinta.com*, (accessed on August 10, 2017, at 03.30 p.m.).
[2] Herianto Batubara: "Pesan Jokowi Untuk Peserta UN", *http://m.detik.com*, (accessed on August 10, 2017, at 03.00 p.m.).
[3] Elizabeth B. Hurlock, *Psikologi Perkembangan*, (Jakarta: Penerbit Erlangga), p.209 – 2010.

encourage and coerce teenagers to play the various roles they have to done, roles that often require greater responsibility. In adolescence, achievement gets special attention because adolescents begin to understand the meaning and difference of learning achievement for the success of present and future. Adolescents begin to be exposed to real life and arises the ability to see the success or failure of the present to predict success in the future as adults. Adolescents recognize that educational institutions emphasize the importance of good learning, successful competition in taking knowledge or ability tests.[4]

Basically every student has a desire to succeed in achieving optimal achievement in learning. The success or failure of students in learning is influenced by several factors namely the internal factor that is the factor inside from the students, external factors that are factors from outside students, and learning approach factors. Internal factors include two aspects: physiological aspects that discuss the physical condition of students such as body organs, nutrition; psychological aspects that talk about intelligence, student attitudes, talents, interests, and motivations. External factors consist of two kinds of social environment covering parents, teachers, classmates, community; non-social environments that talk about the building and the location of the school, the state of the student's residence, the learning tools, the weather conditions, and the time students spend. While the third factor is the learning approach which discusses the types of student learning efforts that include strategy and methods used by students to conduct learning activities of learning materials.[5]

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[4] Elizabeth B. Hurlock, *Psikologi Perkembangan*, (Jakarta: Penerbit Erlangga), p. 216 – 224.

[5] *www.longlifeeducation*, "Faktor – Faktor Yang Mempengaruhi Keberhasilan Belajar", (accessed on August 10, 2017, at 04.00 p.m.)

Based on above description, one of the factors that influence learning achievement is motivation as a moving factor for students in directing their behaviors to achieve satisfactory achievement. Awareness of the self that encourages students to achieve success in the study is referred to as achievement motivation. Motivation defines as a psychic driving force within students which increase learning activities and give direction to the learning activities in order to achieve the goal. Teenagers need to have the desire to learn as well as possible, even better than others, trying to pressure themselves to work hard to study earnestly. In addition, adolescents also need to have a desire to demonstrate the success of learning. [6]

Achievement motive is a tendency to get achievements that appear to surpass others either from the standpoint of his self or the perspective of others. The formulation is primarily based on research conducted in the United States that sees the meaning of surpassing others (in other words the accomplishments of others being used as a standard to be achieved and even when possible achievements have been achieved by others) is a key feature in the achievement motives.

In addition, Mc Clelland stated that in achievement motives involved efforts to do something as fast and as good as possible. Characteristics of people who have high achievement motives will choose to do difficult tasks by trying as best and as accurately as possible. The student will choose to prepare the subject matter well in the exam rather than copying the work of a friend. The student will put more emphasis on how the process to achieve the achievement than the outcome to achieve the achievement. While students with low motivation will easy to give up in the face of obstacles in the study, less effort to doing the best, quickly satisfied with the results obtained, and less to determine the priority because the blurring of goals

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[6] Imam Malik, *Pengantar Psikologi Umum*, (Yogyakarta: Teras, 2011), p.95 – 96.

to be achieved in completing his studies. They tend to be anxious and less able to make good planning in terms of time and determine the right action when faced with certain situations. [7]

In the reality exist in the world of education, often still found students with low achievement motives. Usually students with low achievement motives will have attitudes and behaviors that do not support the learning process which then affects the decline in their academic achievement. Many students who actually have average intelligence but have low motivation resulting in low learning achievement. [8]

The motivation of senior high school students is declining especially the motivation in facing the National Exam (UN) because change in graduation policy issued by the government. Previously, the government applied the national standard of value related to graduation, but now the school graduation is returned to their respective schools. The impact of this change is the decline in the grades gained by the students in the final national examination results. Even, students of senior high school 12 grades have anxiety to face the national exam. [9]

Except decline of achievement motivation, there is other problem faced by teenagers today that is the decline of spirituality as one of the negative impact of globalization. Spirituality is one of the main foundations in self-concept. Lack of spirituality makes teenagers easily fall into juvenile delinquency. [10] Based data from

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[7] Sondang P. Siagaan, *Teori Motivasi dan Aplikasinya*, (Jakarta: Rieneka Cipta, 2004), p.168.

[8] Imam Malik, *Pengantar Psikologi Umum*, p.98.

[9] Halimatussa'diyah, "Jangan Jadikan UN Motivasi Belajar Siswa", *www.replubika.co.id*., (accessed on August 10, 2017, at 04.15 p.m.)

[10] Norvan Ady Wiyani, *Pendidikan Karakter Berbasis Iman dan Takwa*, (Yogyakarta: Teras, 2012), p.45 – 46.

the police, juvenile delinquency is increasing every year.[11] In fact, a good spirituality will further increase the motivation of teenagers in achieving, namely the success in the world and the hereafter.

Until now motivation and spirituality have gained the attention of teachers, parents, and experts. They make various efforts in solving problems related to motivation and spirituality such as counseling, training, and giving reports to parents. Success or failure of students achieving is not only depends on the factor of intelligence. There are other things important that is the factor of motivation and spirituality as a driver of the students to direct their behavior to achieve success in the study and life.

Because of that condition above, Islamic college should have contribution to increase motivation and spirituality of the students *(adolescence, teenager)*. In this case, State Institute on Islamic Studies of Purwokerto (IAIN Purwokerto) has a training agenda. The agenda calls spiritual leadership training (SLT),"To Be The Positive Student". Spiritual leadership training tries to improve motivation, spirituality, and positive personality of teenager. Besides spiritual leadership training also provides understanding of spiritual leadership competence to the teenagers. So it can help the teenager to have good motivation and spirituality. Spiritual leadership training is manifestation of the three responsibilities of institute of higher education: research, teaching, and social service of IAIN Purwokerto.

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[11] *www.liputan6.com*, (accessed on August 10, 2017, at 04.30 p.m.)

The presence of the Spiritual Leadership Training of IAIN Purwokerto is expected contribute to teenagers in Banyumas regency. Spiritual Leadership Training presents a new alternative Islamic education, spiritual leadership and motivation training to the participant *(students of Senior High School)* as one of the method to increase their personalities. This training emphasizes on awareness that almighty power which determines everything is from Allah SWT. Nevertheless, it is important also to realize that Allah is the most wises. Allah gives his appreciation to the human effort with their potentials and abilities. Therefore, Allah said in the Koran *(Ar- Raad: 11)* that,*"Verily never will Allah change the condition of a people until they change it themselves (with their own souls)"*.[12] The meaning of that verse is: humans are given the opportunity to determine their destiny by working on it.

Then, it is needed to know what is the framework should be used to be a positive student with good motivation and spirituality. This is core of the discussion in Spiritual Leadership Training. Spiritual Leadership Training gives a new way to get success with good personalities. This program uses religious knowledge to increase motivation, spirituality and personality of teenagers. Finally, they will be the positive student with high achievement motivation and spirituality. There is something special on the Spiritual Leadership Training program. This program is one of the programs developed by university in equipping the teenager to become a positive student with achievement motivation and spirituality.

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[12] Yayasan penyelenggara penerjemah Al Qur'an, *Qur'an Tiga Bahasa* (Depok: Al Huda Kelompok Gema Insan, 2009), p.461.

Based on the basic idea from the background of the research above, it interest to doing further research. This research is in the frame work of the Thesis that is about The Program Evaluation of Spiritual Leadership Training held by IAIN Purwokerto. The evaluation study of this program is interesting because there has never been any program evaluation study by SLT. So this research is the first evaluation study program for spiritual leadership training. Researcher focused on program evaluation of Spiritual Leadership Training in December 2015 because it was the last time the SLT program was implemented.

That is why the researcher will do research *about "The effectiveness of Spiritual Leadership Training held by IAIN Purwokerto on December 2015: context, input, process, and product".*

B. The Definition of Terms

To clarify this problem and to avoid misunderstanding in this research, researcher has to make meaning limitation for some terms from this research.

1. Program Evaluation

According to Oxford Advance Learner's Dictionary of Current English, Evaluation is to find out, decide the amount or value.[13] Suchman said that the evaluation is a process of determining result that has been achieved in some of the planned activities to support the achievement of business goal. The other definition was put forward by Worthen and Sanders. They said that evaluation is an activity looking for something

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[13] AS Hornby, *Oxford Learner's Dictionary* (New York: Oxford Published, 2008), p.151.

about something. In the looking for that something, it also includes the search for useful information in assessing the existence of a program, production, procedure, and alternative strategy proposed to achieve the objectives that have been determined.[14]

Generally, program can be defined as, *"the plan"*. If the program is directly linked to the program evaluation, Program will be defined as a unit of as an activity that is realize or implement of a policy. It exist in the organization that has involves a group of people.[15] Program evaluation is meant as a systematic assessment of the benefits or uses of an object. In carrying out the evaluation there are considerations for determining the value of a program that is more or less a subjective element contains.[16]

2. Spiritual Leadership Training (SLT)

Spiritual Leadership Training "To Be the Positive Student", which is mentioned in this research is a training activity of alternative Islamic Education and developing Spiritual leadership held by IAIN Purwokerto. In this activity, IAIN Purwokerto cooperates with senior high schools around Purwokerto. This training is for students of senior high school. In the next chapter, Spiritual Leadership Training will be called SLT.

3. Manager of Spiritual Leadership Trainning of IAIN Purwokerto

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[14] Suharsimi Arikunto, Cepi Safruddin Abdul Jabar, *Evaluasi Program Pendidikan, Pedoman Teoritis Praktis Bagi Mahasiswa dan Praktisi Pendidikan* (Jakarta: PT Bumu Aksara, 2008), p.1-2.

[15] Suharsimi Arikunto, Cepi Safrudin Abdul Jabar*, Evaluasi Program Pendidikan , Pedoman Teoritis Praktis Bagi Mahasiswa dan Praktisi Pendidikan,* p. 3-4.

[16] Ismet Basuki & Hariyanto, *Assesment Pembelajaran* (Bandung: Remaja Rosdakarya, 2014), p.9.

Manager of spiritual leadership training of IAIN Purwokerto is the committee of IAIN Purwokerto in field of cooperation with Senior High School to doing the spiritual leadership training program. This committee was led by Sony Susandra, M.Ag.[17]

The title of the research is,"The Program Evaluation of Spiritual Leadership Training held by IAIN Purwokerto". The research focused on evaluating the Spiritual Leadership Training during December 2015.

C. The Question of Research

According to the background research that the writer explained, so it can be formulated *"How is the effectiveness of Spiritual Leadership Training Program held by IAIN Purwokerto on December 2015: Context, Input, Process, and Product"*.

D. The Aim and Benefit of Research

1. The Aim of Research

The aim of the research is describe how is the result of program evaluation of Spiritual Leadership Training held by IAIN Purwokerto on December 2015.

2. The Benefits of Research

Hopefully, this research will give benefits as mentioned below:

a. Contributing for increasing the quality of Spiritual Leadership Training held IAIN Purwokerto.

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[17] Accademic guidance book 2012 - 2013, (Purwokerto: STAIN Press, 2012), p.27.

b. Increasing the understanding of the values of Islamic guidance on Spiritual Leadership Training program held by IAIN Purwokerto.

c. Academically, adding and enriching the repertoire of scientific references.

d. Giving more knowledge especially for the writer and generally for the readers.

e. Motivating the student of Islamic Counseling and Guidance to create achievement motivation training.

E. The Prior Research

In this session, the writer will describe theories and previous researches that similar or relevant with this thesis.

The research that discusses about evaluating Spiritual Leadership Training held by IAIN Purwokerto, is the first study of program evaluation in Spiritual Leadership Training. At least, there are some researches or books that relevant discuss about it, but have something different focus each other, as like some of the overview of literature as follows:

Toto Tasmara's book "*Spiritual Centered Leadership*", describe about aspect of spiritual enhancement. According to Toto, modern era is the changing period from information era to the spiritual era. The leadership which uses physical excellence was removed by intellectual excellence. Then it was removed again by emotional excellence, and now we need the leader who has spiritual excellence. Therefore, spiritual enhancement becomes

something important to be continued.[18] Toto tasmara focuses on Spiritual Leadership in the context of enhancing of leadership abilities.

J Oswald Sanders in his book *"Spiritual Leadership"* tells about two speech series for Spiritual Leader. In this book, Oswald explains about leadership principle which is followed by experience from real life of leaders in Holly Bible. According to Oswald, there are not too much leaders in modern era that have good quality in spiritual leadership. Therefore, the spiritual leaders should be upgrade themselves with enhancement leadership capability.[19]

Both of them develop Spiritual Leadership, but there is different each other. Toto's point of view is from Islamic paradigm, while Oswald's point of view is from Christian paradigm. It means that they are different with Spiritual Leadership Training. Toto and Oswald just focus on discussing about spiritual leadership in religion. While SLT Program uses spiritual leadership in Islamic religions to build positive personality for teenagers, in this case, they are the students of senior high school.

The other study found by researcher is from Nashir Fahmi,*"Spiritual Excellence'*. This book explain about the power of sincere, where the result is the ability to manage and optimize of heart power with positive feeling and thinking that build inside human body. Heart power is a main machine of

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[18] Toto tasmara, *Spiritual Centered Leadership* (Depok: Gema Insani Press, 2006).
[19] J. Oswald Sanders, *Spiritual Leadership: Kepemimpinan Rohani* (Bandung: Kalam Hidup, 1979).

human being. This potential will bring human to the three miracle of life *(success, health, and glory)*.[20]

Ary Ginanjar Agustian, a famous trainer in his book,"ESQ Power", tells a new paradigm that make correlation of science, sufism, and modern psychology in the Qur'anic ways as one integrated unit. He rationalizes the world in the spiritual view. In his training (ESQ), He uses those ways to build human personality in business.[21]

The books above have discussed about spiritual quotient, but it does not focus in enhancement of teenager personality. Researcher found thesis that research about Spiritual Leadership Training Program held by The Center for Development and Cooperation of IAIN Purwokerto, but has different focus. The study discussed about value of Islamic education in SLT. The title of this thesis is *"The values of Islamic Education on Spiritual Leadership Training Program held by The Center for Development and Cooperation of STAIN Purwokerto",* that was written by Mustangin, a student of Islamic education department of IAIN Purwokerto.[22]

There was thesis that was written by Mustangin, but it still focuses in Islamic education department. Therefore, the thesis that will be arranged by researcher with the title *"How is the effectiveness of Spiritual Leadership Training Program held by IAIN Purwokerto on December 2015: Context,*

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[20] Nashir Fahmi, *Spiritual Exelllence*, (Depok: Gema Insani, 2009).
[21] Ary Ginanjar Agustian, *Rahasia Sukses Membangkitkan ESQ Power, Sebuah Inner Journey Melalui Al Ikhsan* (Jakarta: Arga, 2003).
[22] Mustangin, *The values of Islamic education on Spiritual Leadership Training program held by The Center for Development and Cooperation of IAIN Purwokerto*, (Purwokerto: Thesis of Islamic Education department of IAIN Purwokerto, 2014).

Input, Process, and Product". will be the significant research. This thesis will enrich the prevailing academic culture.

F. The Systematic of Study

Wholly, inscriptive deep observational, it is divided into three parts. To give comprehensive writing of this thesis, so researcher will describe the research systematic of writing as follows:

The first part is consisting of: page of title, page of advisor official's note, page of legalization, motto page, page of dedication, page of acknowledgement, abstract, and table of content

The second part is bodywork of this thesis that is consisting of five chapters as follows:

Chapter I introduction consists of background research, definition of term, question of the research, aims and benefits of the research, the prior research and systematic of writing.

Chapter II consists of theoretical framework of program evaluation and spiritual leadership training that consisting definition of program evaluation, aim of program evaluation, model of program evaluation object, definition of spiritual leadership, differences spiritual leadership with the other leadership, and the concept of spiritual leadership, the program evaluation of spiritual leadership training use CIPP model, context evaluation, input evaluation, process evaluation, product evaluation, definition of achievement motivation, kind of motivation theories, and achievement motivation of Mc Clelland.

Chapter III has content about Research method. It consists of research type, observational data source, the method of data collecting and the method of data analysis.

Chapter IV is the display, report and analysis data.

Chapter V, this chapter consists of conclusion and advises.

The third part consists of bibliography, attachment and curriculum vitae of researcher.

CHAPTER V

CLOSING

A. Conclusion

1. Conclusion of Program Evaluation

Based on the analysis, researcher concludes that the effectiveness of Spiritual Leadership Training Program held by IAIN Purwokerto on December 2015: Context, Input, Process, and Product that are:

a. Context Evaluation

The Result of the context evaluation showed that the goals set in the program of the SLT IAIN Purwokerto have conformities with that expected by the school and student's need. But there is still a purpose that has not been accommodated in the planning of the aim of SLT IAIN Purwokerto, namely: (1) awaken participant position as senior high school students of 12th grade, (2) realize the important of making future goals (dream), (3) teaching time management in learning, (4) improving friendship, (5) overcoming the board of learning because of the crowded schedule of studying.

Based on the above explanation it can be conclude that the purpose of planning is made by the SLT IAIN Purwokerto was less effective because there are still many goals and student issues that are not answered in the planning objectives of the program are made by SLT IAIN Purwokerto.

b. Input Evaluation

Based on the result of the input evaluation showed that material, method, policy, trainer ratio, and financial support have been appropriated with standard of the expert. So it can be concluded that input aspects of SLT IAIN Purwokerto has been effective to get goals set in the program.

c. Process Evaluation

Based on the analysis that has been done by researchers to the process aspect of SLT IAIN Purwokerto conclude that process of training implementation has been effective because the activity has done according to the schedule of planning program and give positive influence to the participants.

d. Product Evaluation

Based on observation, interview, and document study that has been done by researchers with comparing before and after students follow a SLT program in IAIN Purwokerto, it can be conclude that the program provide a positive influence for students. The students be come more motivate to learn and pray after following the training. Positive influence can also be seen from the result of the national exam (UN) from the participant of the training with the students who do not follow the training. The students who followed the training get the better result in national exam (UN). It means that the students have better achievement motivation and spirituality after following program.

2. Conclusion of Analysis of Spiritual Leadership In SLT IAIN Purwokerto According Spiritual Leadership By Tobroni

Based on result analysis of spiritual leadership characteristics in SLT IAIN Purwokerto compared with spiritual leadership Tobroni, researcher found similarities and differences each other. The similarity is the spiritual leadership in SLT IAIN Purwokerto has same characteristics with the spiritual leadership characteristic according to Tobroni. The biggest difference is that Tobroni has a focus on spiritual leadership in the effort to shape the character of a leader in organization. While SLT IAIN Purwokerto uses spiritual leadership substantially in daily life, and more specifically to improve the motivation and build positive personality of high school students to face National Examination (UN) and life after graduation. It can be conclude that the spiritual leadership concept in SLT IAIN Purwokerto is effectives because because the spiritual leadership in SLT IAIN Purwokerto has same characteristics with the spiritual leadership characteristic according to Tobroni.

3. Conclusion of the Analysis of Achievement Motivation in SLT IAIN Purwokerto According to Mc Clelland

Based on result analysis of achievement motivation in SLT IAIN Purwokerto compared with Achievement Motivation of MC Clelland, researcher found similarities and differences. The similarity is in the activities of SLT IAIN Purwokerto also exist three aspects of motivation according to Mc Clelland namely; Need for achievement *(nAch)*, Need for

power *(nPo)*, and Need for affiliation *(nAff)*. The difference is in SLT IAIN Purwokerto focuses on the need for achievement to increase student's motivation which is to motivate students in facing the national exam. While Mc Clelland discussed more widely. Mc Clelland discuses achievement motivation in all sector of life.

B. Suggestion

1. To The Manager of SLT IAIN Purwokerto.

   a. Spiritual Leadership Training is a good activities, it will be better if this activity is held again and cooperate with the other school outside Banyumas regency. It can makes this activity has chance to be larger scope not only in around Purwokerto.

   b. The Manager of SLT IAIN Purwokerto should have to make assessment to participant before the training implemented. It is in order that goal planning can help solve the problem of the participant.

   c. The Manager of SLT IAIN Purwokerto needs to consider again whether to use the name Spiritual Leadership Training because most of training material is about motivation.

   d. The training does not only for the student of senior high school 12 grade but also for the other grade (10 and 11 grade), even for the students of junior high school (SMP) and elementary school (SD).

2. To The Trainers.

   The trainers need to new innovation in the material and content, because of the development of technology that is more advanced.

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