



## Improving Leadership Education Through The Genzed (Gen-Z Get Ready to Lead) Program for New Public Health Science Students

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### ABSTRACT

The soft skills needed in this era are leadership skills. The era of society 5.0 will be dominated by generation Z which consists of people born since 1995 who are often called the digital generation or millennial generation. Students have an important role as determining national cadres in advancing and building the country's progress. With the important role of students as agents of change, it is necessary to improve their quality by providing education on how to become leaders in the future by becoming ideal leaders. The Genzed (Gen-Z Get Ready to Lead) program is here as an educational program about leadership. The aim of the Genzed program is as an effort to increase knowledge among New Students Class of 2023 Offering F Public Health Science Study Program, Faculty of Sports Sciences, State University of Malang. The method used in this research is quantitative methods as the main approach. In the data collection process, this research used an instrument in the form of a pretest-posttest in the form of a multiple choice test with a total of 10 questions. The results obtained from the implementation of the Genzed Program were that overall, the program ran smoothly and received a good response because all participants helped in making the activity a success. Based on the results of completing the pre-test and post-test, there was an increase in the description of the participants' level of knowledge. Thus, this shows that the Genzed educational program provides sufficient benefits and positive impacts for activity participants.

### KEYWORDS

Education, Leadership, Genzed Programs

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### INTRODUCTION

Currently, the development of soft skills is being greatly accelerated, both in the educational and work spheres. One of the soft skills needed in this era is leadership skills. Leadership is part of management, namely planning and organizing, and has the main role of influencing other people to achieve predetermined goals (Hayati et al., 2023). Apart from that, a leader is also often understood as someone who applies principles and techniques that ensure motivation, discipline and productivity, as





well as working together with people, tasks and situations in order to achieve organizational goals. Leaders are also considered as pioneers who are willing to step into different situations. unknown (Muhammad Yahya et al., 2022).

The leadership style applied by a leader is the main determinant or key in achieving the goals and scope of a good job or organization. Leadership style is the attitude or behavior of a leader in carrying out his leadership by influencing the people he leads so that they can work well to achieve the goals set in the plan (Tampubolon, 2022). According to Goleman in (Herman et al., 2019) leadership styles are divided into 6, namely commanding, visionary, coaching, affiliative, democratic, and pace-setting. The six leadership styles have different characteristics so their functions are different. For example, the visionary leadership style is more suitable to be applied to organizations or companies that are developing, while the affiliative leadership style is more suitable to be applied when team members experience problems or divisions.

The era of society 5.0 will be dominated by generation Z which consists of people born since 1995 who are often called the digital generation or millennial generation. The Age of Society is a concept that developed in the context of social and economic transformation driven by technological progress. Japan introduced many different terms in 2016, society 1.0 regarding a knowledge-based society, society 2.0 regarding an industrial society, society 3.0 regarding an information society, and society 4.0 era regarding a connected society. The Society 5.0 era is an era where society focuses on the use of technology to improve the quality of human life and improve existing social challenges (Anwar et al., 2023). Society in the 5.0 era is one form of industrial change that will occur until 2030. A leadership spirit is needed that is embedded in a person, so that they do not become a generation that loses morals and social values (Pinggala & Wibawa, 2022). Leadership does not appear immediately, but must always be honed from an early age. The right time to hone leadership skills is during adolescence or when children start to grow up at school because school is a place where knowledge, physical and psychological growth and development. (Effendi & Imani, 2022). So a learning process is needed to become an ideal leader.

The ideal leader has aspects that fulfill a superior personality. There are several criteria for an ideal leader. There are 8 types of criteria for ideal leadership, namely intelligent, responsible, honest, trustworthy, consistent and firm, initiative, fair and straightforward. Leadership is very necessary in driving the activities of an organization or agency. A sense of responsibility is important in becoming an ideal leader. But no less important, a leader must be intelligent, so that he can always choose and solve a problem faced in the organization or agency he leads (Mukhlisah & Irfan, 2023). According to existing research, there are still many ideal leaders mentioned above, but they are still far from the facts. Therefore, it is not surprising that society has little hope of finding an ideal leader (Suryana, 2019). Indonesia produces many leaders, but not all people understand the meaning of a leader. Many leaders in Indonesia use leadership as a tool for things that should not be done. Examples include enriching oneself and increasing one's power, even committing a lot of corruption due to the lack of good leadership skills (Falah, 2015). Indonesia still has a large number of corruption cases. This is due to the lack of good leadership. So one of the components of an ideal leadership spirit, such as honesty and responsibility, is still not well ingrained in him. According to Indonesia Corruption Watch (ICW), state financial losses in 2021 due to corruption cases reached 62.9 trillion. This loss exceeded the previous year's loss of 56.7 trillion (Hidayatullah et al., 2023).

Students have an important role as determining national cadres in advancing and building the country's progress. Students are human resources who have the potential to create change and progress in society in the future. Students need to be trained to become human resources who think critically and analytically so that they are able to identify and solve existing problems with correct and appropriate solutions. By having high integrity, students should be able to play an important role in defending the country and its values of honesty, openness and justice (Setiawan & Triyono, 2023). Good education



will create change or be an agent of change. The agent of change in question is the student. Student movement based on social concern; and critically can create reform which is one of the roles of students as agents of change (Khaerunnisa, 2023). Students as the younger generation must have adequate education to increase knowledge and become a change for a nation. With students having quality education, it will bring better change to a nation (Jannah & Sulianti, 2021). With the important role of students, they can take advantage of the potential to advance and develop the country. Therefore, students who are often said to be agents of change, need to improve their quality by providing education on how to become leaders in the future by becoming ideal leaders.

The Genzed (Gen-Z Get Ready to Lead) program is here as an educational program about leadership. The aim of the Genzed program is as an effort to increase knowledge among New Students Class of 2023 Offering F Public Health Science Study Program, Faculty of Sports Sciences, State University of Malang, as an effort to promote health media, as well as improve the skills of New Students Class 2023 Offering F Health Science Study Program Community, Faculty of Sports Sciences, State University of Malang.

## MATERIALS AND METHODS

The method used in this research is quantitative methods as the main approach. In the data collection process, this research used an instrument in the form of a pretest-posttest in the form of a multiple choice test with a total of 10 questions. The purpose of the test is to measure the level of knowledge of activity participants regarding Leadership Models and Styles. The target of the activity is Public Health Science Students Offering F Class of 2023.

The socialization activity was held on Wednesday, November 22 2023 with a total activity duration of 50 minutes. In this activity, public health students class of 2022 acted as resource persons to convey information about Leadership Models and Styles through a program entitled "Gen-Z Get Ready to Lead". The event opened with member introductions and continued with the main activity, namely the pre-test as the first step to measure participants' knowledge about leadership. Next, the presenter delivered material related to models and leadership for 25 minutes, followed by a question and answer session. The activity closed with a post-test to evaluate participants' understanding after participating in the socialization.

## RESULTS AND DISCUSSION

### A. Pre-Test

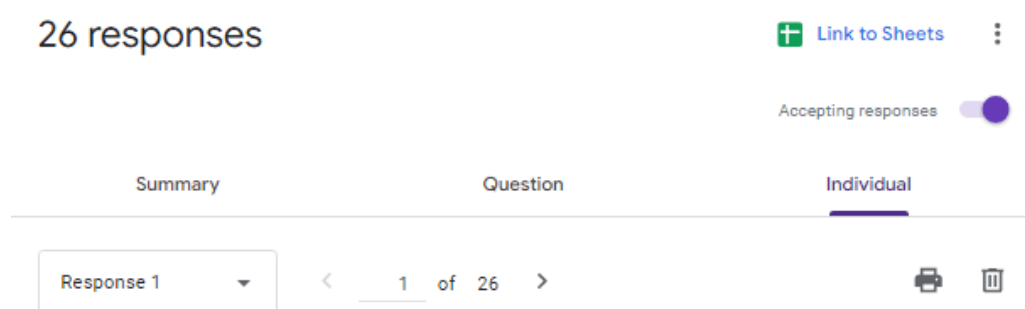


Figure 3.1 Number of Pre-Test Respondents

Based on the picture above, it can be seen that the number of respondents who took the pre-test was 26 respondents, all of whom came from students offering F 2023 Public Health Sciences at UM.

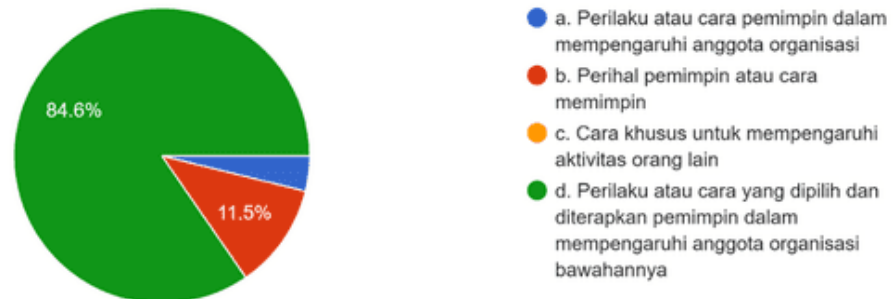


Figure 3.2 Question 1

Based on the diagram above, it can be seen that 84.6% (22) of respondents answered the correct choice, namely option d.

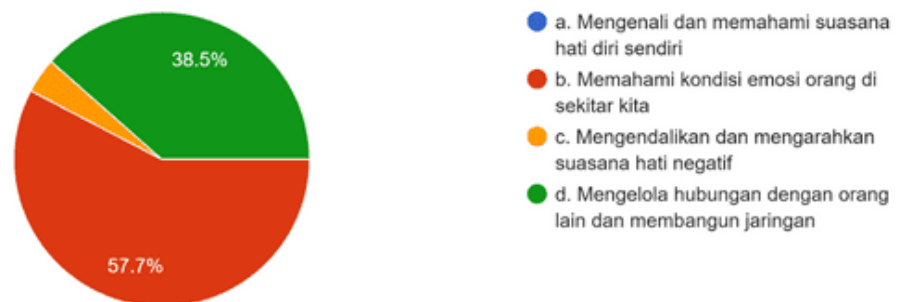


Figure 3.3 Question 2

Based on the diagram above, it can be seen that 57.7% (15) of respondents answered the correct choice, namely option b.

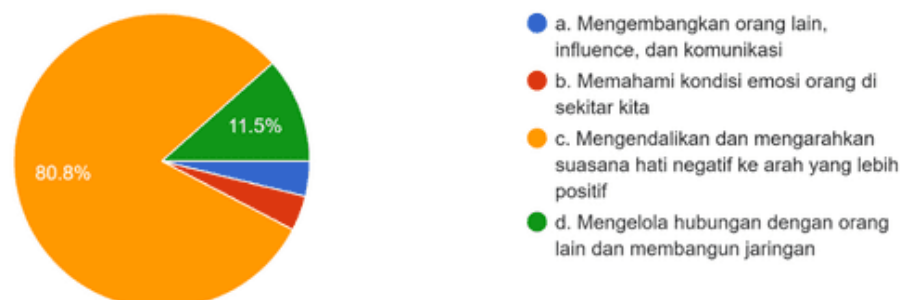


Figure 3.4 Question 3

Based on the diagram above, it can be seen that 80.8% (21) of respondents answered the correct choice, namely option c.

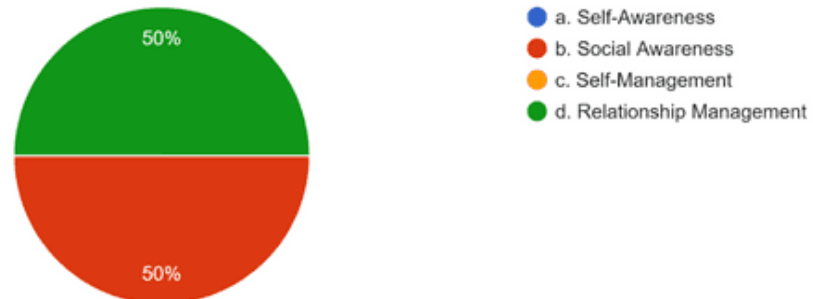


Figure 3.5 Question 4

Based on the diagram above, it can be seen that 50% (13) of respondents answered the correct choice, namely option d.

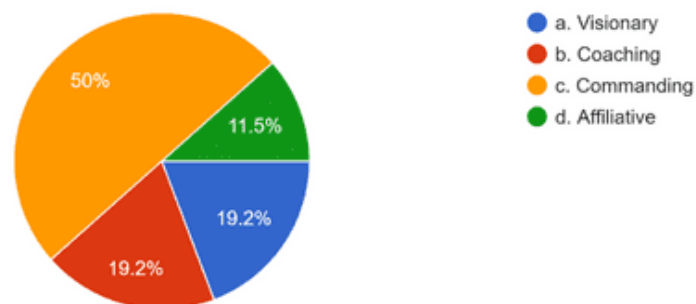


Figure 3.6 Question 5

Based on the diagram above, it can be seen that 50% (13) of respondents answered the correct choice, namely option c.

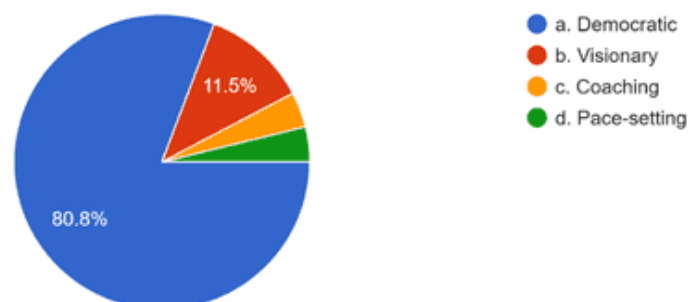


Figure 3.7 Question 6

Based on the diagram above, it can be seen that 80.8% (21) of respondents answered the correct choice, namely option a.

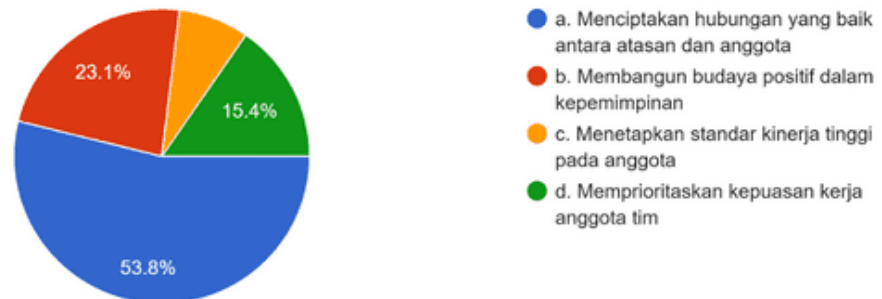


Figure 3.8 Question 7

Based on the diagram above, it can be seen that 53.8% (14) of respondents answered the correct choice, namely option a.



Figure 3.9 Question 8

Based on the diagram above, it can be seen that 57.7% (15) of respondents answered the correct choice, namely option c.

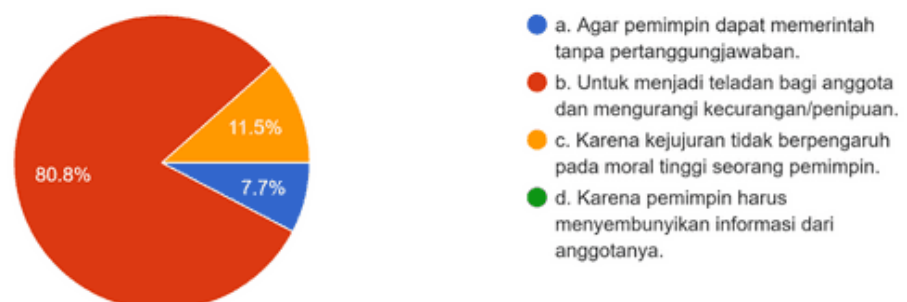


Figure 3.10 Question 9



Based on the diagram above, it can be seen that 80.8% (21) of respondents answered the correct choice, namely option b.

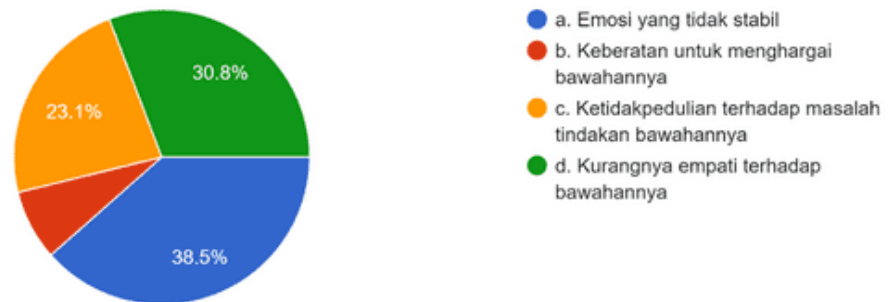


Figure 3.11 Question 10

Based on the diagram above, it can be seen that 38.5% (10) of respondents answered the correct choice, namely option a.

### B. Post-test

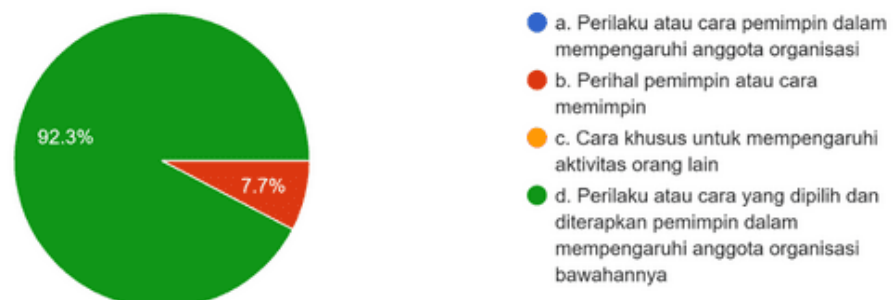


Figure 3.12 Question 1

Based on the diagram above, it can be seen that 92.3% (24) of respondents answered the correct choice, namely option d.

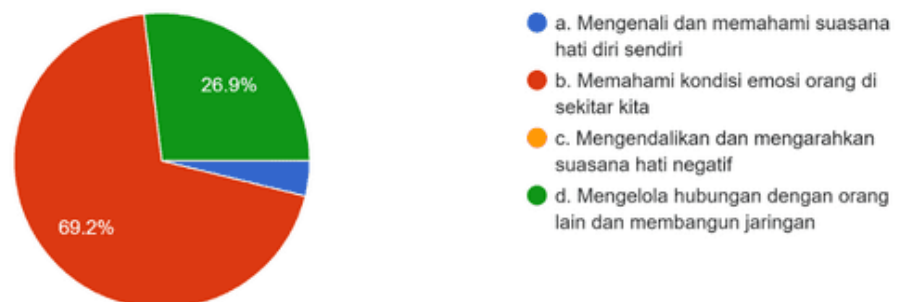




Figure 3.13 Question 2

Based on the diagram above, it can be seen that 69.2% (18) of respondents answered the correct choice, namely option b.

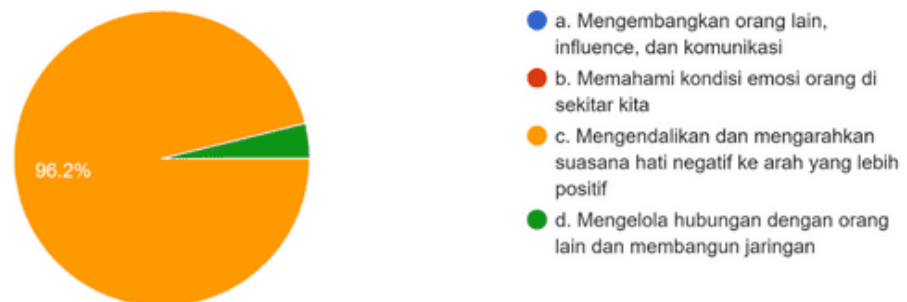


Figure 3.14 Question 3

Based on the diagram above, it can be seen that 96.2% (25) of respondents answered the correct choice, namely option c.

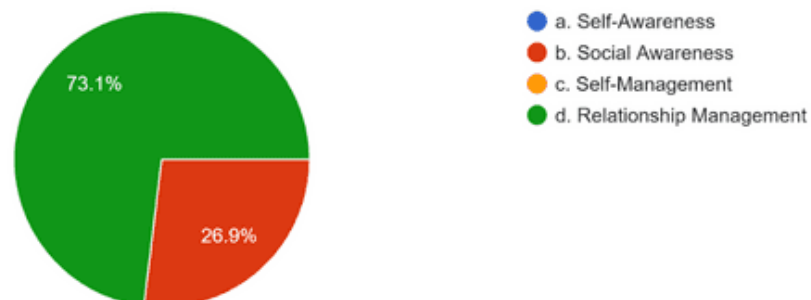


Figure 3.15 Question 4

Based on the diagram above, it can be seen that 73.1% (19) of respondents answered the correct choice, namely option d.



Gaya kepemimpinan mana yang sangat cocok diterapkan pada situasi krisis atau darurat yang membutuhkan tindakan cepat?

26 responses

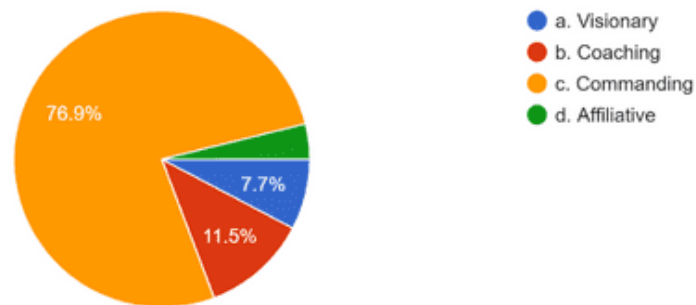


Figure 3.16 Question 5

Based on the diagram above, it can be seen that 76.9% (20) of respondents answered the correct choice, namely option c.

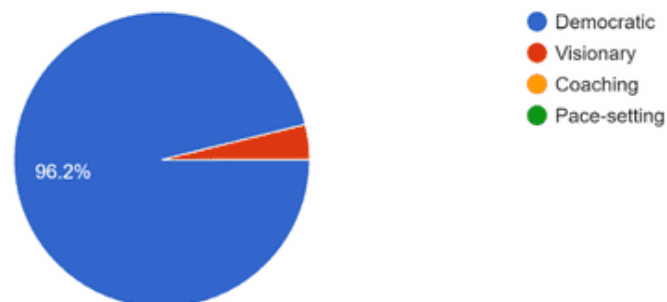


Figure 3.17 Question 6

Based on the diagram above, it can be seen that 96.2% (25) of respondents answered the correct choice, namely option a.

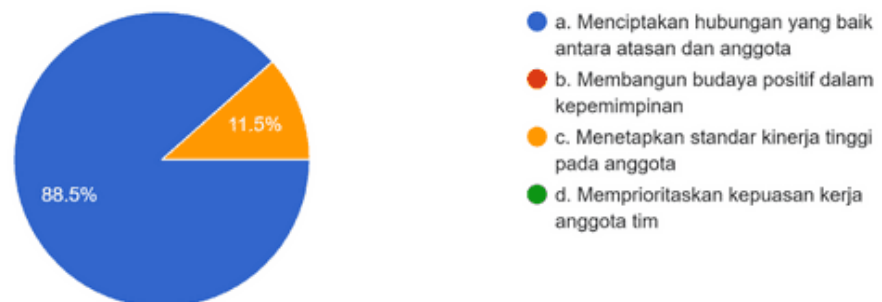




Figure 3.18 Question 7

Based on the diagram above, it can be seen that 88.5% (23) of respondents answered the correct choice, namely option a.



Figure 3.19 Question 8

Based on the diagram above, it can be seen that 76.9% (20) of respondents answered the correct choice, namely option c.

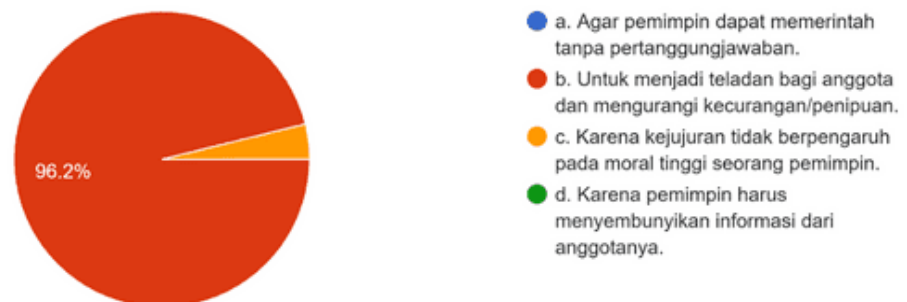


Figure 3.20 Question 9

Based on the diagram above, it can be seen that 96.2% (25) of respondents answered the correct choice, namely option b.

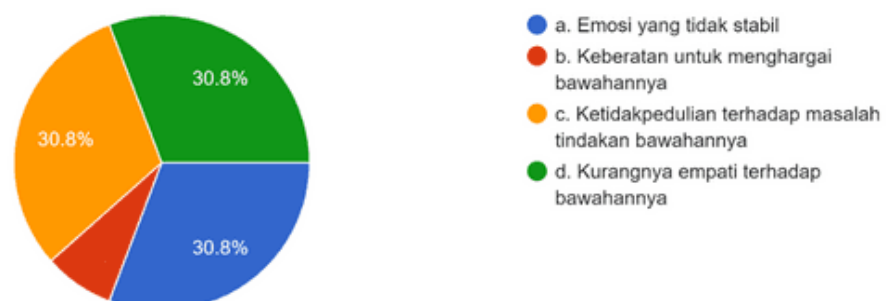


Figure 3.21 Question 10



Based on the diagram above, it can be seen that 30.8% (8) of respondents answered the correct choice, namely option a.

Not a few new students feel pressured by the conditions of adapting to a new environment so that they experience obstacles in the learning process and decision making. This is due to a lack of individual capability in adapting to everything new (Jamaluddin, 2020). Therefore, it is important for each individual to manage and control the situation to achieve a goal. Leadership is an individual's ability to influence other people, by means of communication with the aim of moving people to be full of understanding, awareness and willing to follow the leader's wishes. One thing that can be done to introduce and provide understanding regarding leadership attitudes is to carry out related outreach to provide motivation in developing leadership attitudes. Socialization is carried out to train independent and leadership attitudes so that an individual can develop a disciplined, honest and responsible attitude.

The Genzed Program (Gen-Z Get Ready to Lead) is an educational program about leadership which aims to increase knowledge among New Students Class of 2023 Offering F Public Health Science Study Program, Faculty of Sports Sciences, State University of Malang, as one of the health promotion media efforts, as well as skills improvement efforts. The activity was carried out on November 22 2023. This program was carried out using a lecture method regarding the Genzed (Gen-Z Get Ready to Lead) Program Material, the material was brought by Public Health Science Students. Overall, the genzed program ran smoothly and received a good response from all New Science Students Public Health Class of 2023 Offering F also helped in making the activity a success.

The Genzed (Gen-Z Get Ready to Lead) program begins with a pre-test to determine the level of knowledge before leadership education is provided, followed by providing material regarding the definition of leadership, the Goleman framework, 6 leadership styles according to Goleman, along with tips and tricks to become ideal leader. Ends with a post-test to determine the level of understanding after providing education regarding leadership. During the implementation of the program (Gen-Z Get Ready to Lead), participants namely New Students Class of 2023 Offering F took part in the educational program in an orderly manner, listened carefully, and also participated sufficiently in providing feedback.

This program ends with quantitative evaluation activities. The process uses the results of the pre-test and post-test. The number of pre-test and post-test questions was 10 using multiple choice answers. Based on the results of filling in the pre-test and post-test, there was an increase in the description of the level of knowledge of Public Health Science Students Offering F Class of 2023. For example, in the first question, the correct number was 22 out of 26 people (84.6%). Meanwhile, in the post-test results, this number increased to 25 people (92.3%). In question number 3, there was also an increase from 21 people (80.8%) answering correctly to 25 people (96.2%). In question number 5, there was a significant increase, namely in the pre-test, 13 people answered correctly (50%) to 20 people who answered correctly (76.9%). It can be seen that the majority of increases occurred consistently in each number with a difference of 2 points between the pre-test and post-test results. This increase is in line with three studies in previous journals, namely the Effect of Using Presentation Media on Mathematics Learning Outcomes in Makassar City (Latang, 2022), Increasing Learning Outcomes with Image Media (Indrayani, 2022), and Applying Presentation and Discussion Methods to Increase Interest and Physics Learning Results (Lumuan, 2017) where all the results from the method of delivering material in the form of presentations were successful in reviewing the increase in filling out the pre-test post-test.

## CONCLUSIONS

The leadership style applied by a leader is the main determinant or key in achieving the goals and scope of a good job or organization. Leadership style is the attitude or behavior of a leader in





carrying out his leadership by influencing the people he leads so that they can work well to achieve the goals set in the plan. According to Goleman, leadership styles are divided into 6, namely commanding, visionary, coaching, affiliative, democratic, and pace-setting. Society in the 5.0 era is one of the manifestations of industrial change until 2030. A leadership spirit is needed that is embedded in a person, so that they do not become a generation that loses morals and social values. Students have an important role as determining national cadres in advancing and building the country's progress. Students are human resources who have the potential to create change and progress in society in the future. The Genzed (Gen-Z Get Ready to Lead) program is here as an educational program about leadership. The aim of the Genzed program is as an effort to increase knowledge among New Students Class of 2023 Offering F Public Health Science Study Program, Faculty of Sports Sciences, State University of Malang, as an effort to promote health media, as well as improve the skills of New Students Class 2023 Offering F Health Science Study Program Community, Faculty of Sports Sciences, State University of Malang. The method used in this research is quantitative methods as the main approach. In the data collection process, this research used an instrument in the form of a pretest-posttest in the form of a multiple choice test with a total of 10 questions. The purpose of the test is to measure the level of knowledge of activity participants regarding Leadership Models and Styles. The target of the activity is Public Health Students Offering F Class of 2023. Leadership Models and Styles through a program entitled "Gen-Z Get Ready to Lead". The event opened with member introductions and continued with the main activity, namely the pre-test as the first step to measure participants' knowledge about leadership. Based on the results of filling in the pre-test and post-test, there was an increase in the description of the level of knowledge of Public Health Science Students Offering F Class of 2023. For example, in the first question, the correct number was 22 out of 26 people (84.6%). Meanwhile, in the post-test results, this number increased to 25 people (92.3%). In question number 3, there was also an increase from 21 people (80.8%) answering correctly to 25 people (96.2%). In question number 5, there was a significant increase, namely in the pre-test, 13 people answered correctly (50%) to 20 people who answered correctly (76.9%). It can be seen that the majority of increases occurred consistently in each number with a difference of 2 points between the pre-test and post-test results.

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### Conflict of Interest

No conflict interest

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