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## Determination of Educational Success: Systems Thinking, Empowerment, Self Potential

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**Abstract:** This article analyzes the factors that influence the exploration of external potential and empowerment for educational success, so that the education of a student in an institution or company is able to place him/her as competent and professional human resources. The method of writing this Literature Review article is the library research method, sourced from online media such as Google Scholar, Mendeley and/or other academic online media. The results of this article are that: Determination of Educational Success 1) System Thinking, 2) Empowerment 3) Self Potential, apart from the above determination there are also other factors such as social background, culture and learning process.

**Keyword:** Educational Success, Systems Thinking, Empowerment, Self Potential.

### INTRODUCTION

A good organizational structure must be based on competent and professional human resources, this greatly influences the progress of education, education as an investment effort in the future, therefore people often mention how important education is for citizens to achieve a better future. brilliant .

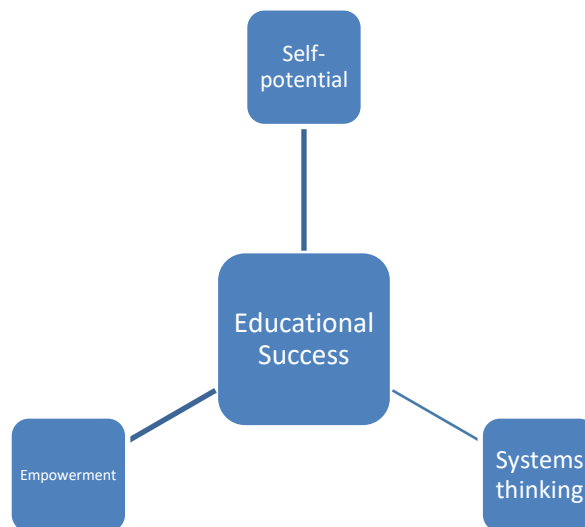
National Education System Number 20 of 2003 and the National Education Standards Agency (BSNP) which states that national education aims to develop the potential of students to become human beings who believe and fear, have noble character, are healthy, knowledgeable, capable creative, independent and become citizens who democratic and responsible. (Sisdiknas 2003) Educational goals and learning objectives include three aspects, namely: cognitive aspects, affective aspects and psychomotor aspects. Until now, the most influential factor on learning outcomes from these three aspects is the cognitive aspect which includes perception, memory and thinking while the affective and psychomotor aspects are more complementary in determining the degree of success of children's learning at school. (Abu Ahmadi: 2005: 110) The Father of Indonesian National Education has emphasized the need for responsibility and obligation for education to be placed on all interested parties. He

called it the "Three Education Centers" which means that education is a shared responsibility between the family, the three Education Centers and the community that influences them, that is basically a reciprocal relationship. (ali hapzi 2021:414)). This is because all of these institutions are centers for the implementation of education. This means that all parties are responsible for the implementation of education for citizens in general

Each party will have different obligations and responsibilities in implementing education. However, the community, school and family are required to have a real and independent role and participation in the implementation of this education. Participation of all parties will be realized in forms of performance that support each other in order to realize the ideals of society. From this perspective, it makes no sense if there are parties who cannot carry out their duties and obligations properly but demand quality educational outcomes. In other words, the achievement of good quality educational goals requires partnerships from all parties so that education is more empowered to realize its goals in a quality manner. Based on this thought, there are several forms of cooperation that may occur in the implementation of education, including: first, partnerships between schools and families, between schools and communities and finally between families and communities, which is a form of partnership and educational empowerment, and so on. Partnerships between schools and families are in the form of various businesses that families can do to support the achievement of learning/school goals

So this article will discuss the factors that influence specifically the variables that influence the placement of subordinates by leaders, namely the influence of Educational Success (Y1) on Self Potential (X1), Systems Thinking (X2) and Empowerment (X3).

From the elaboration above, the External Potential scheme can be made as follows:



**Figure 1. Education Success Scheme**

Based on the background, the problems that will be discussed can be formulated in order to build hypotheses for further research, namely:

- 1) Does System Thinking affect Educational Success?
- 2) Does Empowerment affect Educational Success?
- 3) Does Self Potential Affect Educational Success?

## LITERATURE REVIEW

### Systems thinking

In recent years the system concept has gained increasing influence in psychology and psychopathology. Many investigations have been called general systems theory or some part of it. (Fallpoot19).

The system comes from the Latin (*systema*) and Greek (*systema*) is a unit consisting of components or elements that are linked together to facilitate the flow of information, material or energy.

Systems thinking is able to facilitate a better process of understanding problems. By looking at problems as a system, we can escape the trap of only focusing on fixing what is broken. Understanding as a system will expand our focus on the relationship between what is broken and other components.

This relationship can lead to linkages, and linkages can lead to dependence, so that we can see new and better opportunities in solving problems (Hidayanto 2016:). It is this dynamic process that makes systems thinking referred to as an art of simultaneously looking at trees without forgetting to pay attention to the forest (the art of seeing trees without forgetting the forest).

The term "systems thinking" was popularized in the book *5th Discipline* by Peter Senge in the early 1990s. This book discusses that to answer the challenges of the complexity of the world in the future, organizations need to build 5 main disciplines: personal expertise, shared vision, group learning, mental models and systems thinking.

### Empowerment

Tarigan explained that the term empowerment is often used in the context of the ability to improve an individual's economic situation. In addition, empowerment is also a concept that contains the meaning of struggle (Tarigan, 2013). Furthermore, Hadi explained that empowerment is a process of becoming someone who has power through training to provide opportunities to make decisions by participating and functioning roles to achieve individual quality (Purbathin Hadi, 2015).

Widayanti states that, Empowerment is a process of breakdown (breakdown) of the relationship or relations between subjects and objects (including the male-female dichotomy). This process emphasizes the subject's acknowledgment of the object's ability or power. Broadly speaking, this process prioritizes the flow of power from the subject to the object.

In the conventional sense, the concept of empowerment as a translation of empowerment contains two meanings, namely (1) to give ability to or to enable or effort to give ability or existence (Widayanti, 2012). This empowerment has been widely researched by previous researchers including (Lodjo, 2013; Margolang, 2018; Nopriono & Suswanta, 2019; Purbathin Hadi, 2015; Subiyanto, 2013; Sudayanto, Ragimun, and Rahma, 2011; et al., 2017; Widjajanti, 2011).

### Self-potential

Self-potential is one's ability to carry out activities, consisting of physical and mental potential. Physical potential is muscles, face. Mental potential is IQ, EQ, SQ, AQ (Werdayanti, 2017: 85). Gordon Dryden and Dr. Jeannette Vos said, "Every child is potentially gifted, but they manifest in different ways. Everyone also has a unique learning style, work, and character. People of all ages can learn anything if given the opportunity to do it in their own unique style, with their own personal strengths" (Musrofi, 2007:66). Meanwhile Canfield said, "we are all blessed with some God-given talents. Most of our lives are discovering what our talents are, then using and applying them as best as possible. This

process of discovery can take years for many people and some never really understand what their greatest talents are. Consequently, their lives are less fulfilling. These people tend to struggle because they spend most of their time in jobs or businesses that are not to their strengths. It's like forcing a square peg into a round hole. It is not effective and causes a lot of stress and frustration” (Musrofi, 2007:66). According to Yumnah, potential can be called strength, energy or hidden abilities that are owned and have not been used optimally. The self-potential referred to here is a power that is still hidden in the form of physical, character, interests, talents, intelligence and values contained within oneself, but has not been utilized and processed (Yumnah, 2016). Awang & Kamal explained, self-potential is the ability and strength possessed by a person both physically and mentally and has the possibility to be developed if trained and supported with good facilities. Meanwhile, self is a set of processes or characteristics of physical, behavioral and psychological processes that are owned (Rusleda Awang, Wan Kamal Mujani, 2012).

This self-potential has been extensively researched by previous researchers including ("Self-Efficacy: A Review of Albert Bandura's Theory," 2016; Hartono, 2016; Masni, 2016; Rasidi, 2012; Rohana Hamzah et.al., 2010; Rusleda Awang, Wan Kamal Mujani, 2012; Yumnah, 2016).

The factors that influence educational success have actually been studied by many other researchers, so the writer needs to briefly describe the relevant research related to this article, such as: (Chairiyati, 2013), (Siahaan and Bahri, 2019), (Rafii and Andri , 2015), (Purwaningsih, Syahrumsyah, 2016).

**Table 1 : Research in Relevant Studies**

No	Author (tahun)	Previous Research Results	Similarities to this Article	difference with this article
1.	( Alim Muidah, 2011)	Analysis of Factors Influencing the Success of Learning Achievement in Economics Subjects in Students of SMA Negeri 1 Welahan, Jepara Regency	The Effect of Success Learning Achievement is an indicator of educational success	Our article examines, about the success of Education.
2.	( Yayan Surahman, 2007)	Factors Influencing the Success of Studying Social Knowledge Subjects for Grade VIII Students of SMP Negeri 22 Semarang	Factors Influencing the success of learning	This article examines educational success in general
3.	(Chairiyati, 2013)	Hubungan Antara Self-Efficacy Akademik dan Konsep Diri Akademik dengan Prestasi Akademik	Relationship Between Academic Self-Efficacy and Academic Self-Concept with Academic Achievement	The Effect of Academic Self-Concept on Achievement Shaped academic

**METHODS**

The method of writing scientific articles is the qualitative method and literature review (Library Research). Examining theories and relationships or influences between variables from books and journals both offline in libraries and online sourced from Mendeley, Scholar Google and other online media.

In qualitative research, literature review must be used consistently with methodological assumptions. This means that it must be used inductively so that it does not direct the questions posed by the researcher. One of the main reasons for conducting qualitative research is that the research is exploratory in nature, (Ali & Limakrisna, 2013)

For this reason, in library research, collecting books must be done in stages, because to get all the needs mentioned above, they can be produced through libraries, books, articles, or

journals related to the discussion to be studied, using data from various sources. These references are collected by reading (text reading), reviewing, studying, and recording literature that is related to the issues discussed in this paper. Data collection techniques, in this case the author will identify discourse from books, papers, or articles, magazines, journals, the web (internet), or other information related to writing titles to look for things or variables in the form of notes, transcripts, books, newspapers, magazines and so on related to the study of the role of leadership in the organization of Islamic educational institutions. Meanwhile, as a data analysis model, this study uses a descriptive analysis model.

## **RESULT AND DISCUSSION**

Based on relevant theoretical studies and previous research, the discussion of this literature review article can be analyzed further regarding the effect of each variable as follows:

### **The Effect of Systems Thinking on Educational Success.**

From various issues on the external dimension in exploring educational potential, this paper only will focus on three problems, namely social and political problems. Based on literature review, this paper can conclude that the supporting factors educational success through systemic thinking in exploring external potential Education, there are three major factors that influence it, namely globalization because globalization can bring opportunities and on the other hand can be a threat model our national education. Because education in principle carries the ethics of the future, then the world of education must be willing to accept and face the dynamics of globalization as part of today's educational problems. Second, political factors are on the agenda important in the thinking and praxis of national education because education must follow the changes and developments of the times that develop in society, third namely the economy affects education because of the rapid economic growth in Asian countries and the progressive shift in production towards industry and services High technology has resulted in increasing demands from the business world for the need for skilled and educated human resources

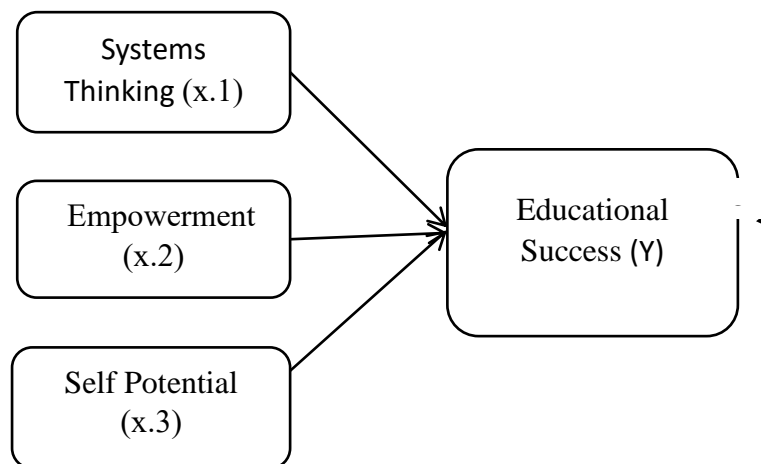
### **The Effect of Empowerment on Educational Success**

positive and significant influence on teacher empowerment by school principals on teacher teaching productivity with coefficients correlation ( $r$ ) of 0.740 and the coefficient of determination ( $R^2$ ) of 0.548. Direction the effect is shown by the regression equation  $\hat{Y} = 44.716 + 0.677X_1$  can it reads that for every increase of 1 point teacher empowerment by the school principal ( $X_1$ ) will be followed by an increase in teaching productivity ( $Y$ ) of 0.677 points.

### **The Effect of Self Potential on Educational Success.**

The research results show that Self-potential has a positive and significant effect on the interest in continuing education at the Faculty of Economics in tertiary institutions of 0.31 with  $p < .01$ , learning achievement has a negative but significant effect to interest in continuing education to the faculty of economics in tertiary institutions of -0.27 with  $P = 0.01$ , parents' socioeconomic status had a positive and significant effect on the intention to continue education to the faculty of economics in tertiary institutions by 0.21 with  $P = 0.04$ , while the influence self-potential, learning achievement and socio-economic status of parents on interest in continuing education to faculty of economics in tertiary institutions by 0.16 or 16%.

### Conceptual Framework



Picture 1. Conceptual Framework

Based on the formulation of the problem, theoretical studies, relevant previous research and discussion of the influence between variables, the framework of this article is processed as follows. Using the concept (Literature Review MSDM):

Based on the conceptual framework picture above, then: System Thinking, Empowerment, and Self Potential can be explained regarding the influence on Educational Success

Apart from these three exogenous variables that affect educational success, there are many influencing factors, so there are many other influencing variables. This article discusses the factors that influence the empowerment of educational success: system thinking, external education, exploring self-potential in the systemic tradition. Apart from the factors discussed in this article, the factors that influence the empowerment of educational success, there are many other factors based on previous research, including: 1) Information Systems: (Sari & Ali, 2019), (Shobirin & Hapzi Ali, 2019), (Ashshidiqy & Ali, 2019), (Djojo & Ali, 2012), (Desfiandi, Desfiandi, et al., 2017); 2) Organization: (Sari & Ali, 2019), (Brata, Husani, Hapzi, 2017), (Limakrisna et al., 2016), (Desfiandi, Fionita, et al., 2017), (Harini et al., 2020), (Riyanto, Pratomo, et al., 2017), (Sulaeman et al., 2019), (Ali, 1926), (Masydzulhak et al., 2016), (Widodo et al., 2017), (Silitonga et al. al., 2017), (Rivai et al., 2017), (Prayetno & Ali, 2017); 3) Leadership: (Limakrisna et al., 2016), (Bastari et al., 2020), (Anwar et al., 2020), (Ali et al., 2016), (Djoko Setyo Widodo, P. Eddy Sanusi Silitonga, 2017), (Chauhan et al., 2019), (Elmi et al., 2016). 5) Environment: (Mulyani et al., 2020), (Ali & Sardjijo, 2017), (Riyanto, Thinking about External Systems in Education Empowerment Volume 2, Issue 2, July 2021 E-ISSN: 2716-375X, P-ISSN: 2716 - 3768 Available Online: <https://dinastirev.org/JMPIS> Page 839 Sutrisno, et al., 2017); 4) Implementation: (Rachman & Ali, 2016), (Ansori & Ali, 2017), (Rachman & Ali, 2016), (Sulaeman et al., 2019), (No et al., 2017), (Agussalim et al., 2020).

### CONCLUSION

Systems thinking is able to facilitate a better process of understanding problems. By looking at problems as a system, we can escape the trap of only focusing on fixing what is broken. Understanding as a system will expand our focus on the relationship between what is broken and other components. This relationship can lead to linkages, and linkages can lead to dependence, so that we can see new and better opportunities in solving problems (Hidayanto 2016:). It is this dynamic process that makes system thinking referred to as an art to

simultaneously look at trees without forgetting to pay attention to the forest (the art of seeing trees without forgetting the forest).

He conclusion must be related to the title and purpose of the study. Don't make statements that are not adequately supported by your findings. Write down the improvements made in the field of industrial engineering or science in general. Don't make further discussions, repeat abstracts, or just list the results of the study. Don't use bullet points, use paragraph sentences instead.

Dubois and Miley (1997) in (Putera, 2007) suggest that the basics of empowerment include: (1). Empowerment is a process of working together that is manual benefit. (2). The empowerment process views the client's systems as components and capabilities that provide pathways to sources of income and provide opportunities. (3). Clients must feel themselves as free agents who can influence. (4). Competence is acquired or refined through life experiences, strong specific experiences rather than circumstances that dictate what must be done. (5). Empowerment includes access to sources of income and the capacity to use those sources of income effectively. (6). The empowerment process is a dynamic, synergistic, ever changing and evolutionary problem that always has many solutions. (7). Empowerment is achieved through parallel structures of individual and societal development.

Self-potential in the large Indonesian dictionary is defined as the ability of an individual who has the possibility to be developed (Pahrurrozi, 2017). Self-potential can also be referred to as strength, energy or hidden abilities possessed by a person and have not been used optimally. Other sources state that self-potential is the ability and strength possessed by a person both physically and psychologically (mentally) which may have potential to be developed if trained and supported by adequate means.

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