



Analysis of Student Activity Patterns in the Boarding House Towards Leadership Character Formation to Realize Productive Attitudes in the World of Work

Christiani Tesalonika, Nazhif Kamal, S. Uswatul Hasanah, Thoriq Araf, Feti Fatonah *

Telecommunications and Navigation Engineering, Indonesian Aviation Polytechnic Curug, Tangerang, Indonesia

Email (corresponding author): feti_fatonah@yahoo.co.id

Abstract. Leadership character development is not an instant process, but rather a long-term journey shaped by the environment, daily interactions, and consistent habits. This study aims to analyze how students' daily activities in dormitories contribute to the formation of leadership traits and productive attitudes essential for entering the professional world. Utilizing a qualitative approach through review, this research examines how dormitory life fosters impactful small habits such as discipline, responsibility, time management, and social interaction. The findings reveal that routine dormitory activities – such as waking up early, maintaining cleanliness, organizing schedules, participating in organizational and spiritual activities – lay a strong foundation for inclusive and effective leadership. The case of PPI Curug Dormitory further reinforces this notion, demonstrating how long-standing routines and value-based living cultivate highly competent individuals ready to thrive in professional environments. Thus, dormitories are not merely places of residence, but strategic spaces for shaping leadership character and a strong work ethic among the younger generation.

Keywords: Productive habits, dormitory, character building, discipline, routine habits

1. Introduction

Leadership character is formed through a long-term process influenced by the environment, experience, and social interaction. The dormitory plays an important role as a place to habituate positive values that encourage independence and cooperation. According to Amiril Ahmad (2021), the dormitory environment is effective in forming disciplined and responsible leadership.

At the Indonesian Aviation Polytechnic Curug (PPIC), the life of cadets in the dormitory is systematically arranged to form character through routine activities such as roll call, joint worship, and leadership training. This communal life accustoms cadets to become independent, disciplined individuals, and have the ability to lead in group dynamics – skills that are very much needed in the world of work.

The dormitory environment provides opportunities for students to develop organizational skills, a sense of responsibility, communication skills, and decision-making. Values such as discipline, empathy, and the ability to handle conflict are part of the learning that occurs naturally in everyday life. Intense interaction with individuals from various backgrounds also encourages the birth of inclusive, solution-oriented leadership that focuses on mutual progress. Research by Melisa et al. (2023) reinforces this, showing that dormitory management and the role of mentors have a major influence on the formation of student character, by 59.1% and 76.6%, respectively. A well-managed dormitory environment, coupled with the role of mentors who act as

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role models, has been shown to be effective in fostering positive character and leadership among students. The leadership character formed while living in the dormitory plays an important role when individuals enter the workforce. In addition to technical skills, leadership quality also determines work productivity. Salsadilla & Fauziya (2024) found that leadership style has a significant impact on productivity levels, with a coefficient of determination of 46.1%. This means that almost 50% of work productivity is determined by the extent to which a leader is able to provide direction and motivation to his subordinates. Therefore, it is important to examine how life in the dormitory shapes effective leadership to support a productive work environment.

2. Methods

This study applies a qualitative approach with the main method being a literature study. This technique was chosen to explore in depth various theories, previous research results, and relevant concepts regarding the influence of dormitory life on the formation of student leadership character. Data sources were collected from scientific journals, reference books, and other academic documents that are in accordance with the topic "Analysis of Student Activity Patterns in Dormitories on the Formation of Leadership Character to Realize Productive Attitudes in the World of Work". Sugiyono (2017) stated that literature studies in qualitative research are very useful for finding new ideas, compiling conceptual frameworks, or analyzing a problem based on secondary data. According to him, "Literature research is a data collection technique by reviewing books, literature, notes, and reports related to the problem to be solved" (Sugiyono, 2017). The use of literature studies helps researchers build a solid and comprehensive theoretical basis. This process is carried out through a systematic review of various publications that discuss the role of the dormitory environment in shaping student leadership values and work ethic. Research with a similar approach was also conducted by Lika, O., Duha, M. S., & Santy, M. (2022), which emphasized that a qualitative approach is effective in understanding the process of character formation of students through the dynamics of life in the dormitory. Through this approach, it is hoped that the research results can provide theoretical contributions and present a conceptual framework that can be used as a reference in planning student character development programs in a boarding education environment.

3. Results and Discussion

The dormitory environment plays a crucial role in shaping students' personalities, especially in terms of responsibility, independence, and leadership. Lika, Duha, and Santy (2022) found that the role of dormitory supervisors and interactions within them contributed significantly to character formation. With a Cronbach's Alpha value of 0.943 for supervisor\guidance and 0.974 for character formation, both were considered very high and valid to show a strong relationship.

In an era that demands high professionalism and productivity, character formation and work attitudes are not only obtained in lecture halls or formal training, but also from the daily lives of individuals in dormitory life. Dormitories as collective residences for students or students have great potential in forming small habits that have a big impact on an individual's readiness to enter the world of work.

In his book *Atomic Habits*, James Clear (2018) states that great achievements

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start from small decisions that are made consistently. He emphasizes that every habit comes from one simple decision, and although the impact is not immediately visible, the most significant results appear in the long term. Therefore, patience is key in building habits that bring change. In line with that, Hal Elrod in *The Miracle Morning* highlights the importance of morning routines as the basis for success and productivity. He states that the way a person starts the day greatly affects the overall quality of life. Therefore, forming a positive and focused morning routine is an important step for continued personal and professional growth. Discipline in dormitory activities plays an important role in shaping students' moral attitudes. Routine activities such as morning assembly, room cleanliness, and regular study schedules instill the values of responsibility and discipline. Syihabuddin (2022) found that dormitory discipline contributed 62.5% to the formation of students' moral attitudes. small activities that seem simple, but have a big impact on building productive and professional work habits.

3.1. Small Habits as the Foundation of Productivity

According to the journal "The Relationship Between Time Management and Job Performance" by Aeon, Faber, and Panaccio (2021), simple activities such as making a daily to-do list, setting priorities, and organizing time regularly can be a solid foundation for increasing long-term productivity. This study confirms that effective time management skills, including daily planning, are significantly positively related to job performance. The study's focus on the importance of this daily habit shows that although it seems simple, this practice has a big impact on managing workload, reducing stress, and achieving set goals. By making time planning a routine, individuals can improve their task structure, efficiency, and quality of work output. Therefore, building small habits in daily planning is considered a strategic step in increasing productivity sustainably.

3.2. Spiritual Activities and the Formation of Moral Values

Spiritual activities such as consistently performing religious services and routinely reflecting on oneself play an important role in maintaining emotional stability, clarity of thought, and in the formation of moral values. In the journal *Personality Traits and the Spiritual and Moral Intelligence of Early Adolescents* (MDPI - Religions, 2023), it is explained that spiritual principles and values help individuals to better understand moral issues, make wise decisions, and develop an honest, empathetic character, and be ready to support others in facing life's challenges. In addition, the journal *Effect Of Spirituality On Decision Making And Mental Well Being* (International Journal of Creative Research Thoughts - IJCRT, 2021) states that there is a strong positive relationship between spirituality and mental well-being and decision-making ability. Spirituality, which includes values, beliefs, and life goals, can be a moral guide while providing deeper meaning in the decision-making process.

3.3. The Impact of Active Participation in Student Organizations on Soft Skills Development

Consistency in completing academic tasks and carrying out organizational responsibilities on time is a real exercise that forms commitment, integrity, and basic

managerial skills. These abilities are an important foundation for a trustworthy professional reputation. Active participation in meetings, discussions, and organizational activities also trains critical thinking skills, effective communication, and leadership—key competencies in decision-making and conveying ideas in the workplace. In *Mutiara: Jurnal Penelitian dan Karya Ilmiah*, it is stated that involvement in student organizations contributes greatly to the development of soft skills such as communication, leadership, and teamwork (Yasir, 2023). Meanwhile, personal financial management while living in a dormitory, although simple, is a means of learning in budget planning, resource management, and financial responsibility—important competencies in a managerial role. Thus, academic and organizational activities not only support formal learning but also equip students comprehensively to face the professional world.

According to John C. Maxwell in his book "The 21 Irrefutable Laws of Leadership," it is stated that "Small disciplines repeated with consistency every day lead to great achievements gained slowly over time." This quote emphasizes the importance of consistency in carrying out daily discipline habits. In the context of individual productivity, this statement emphasizes that great success does not come instantly, but rather is the result of the accumulation of small actions carried out diligently and regularly.

By implementing daily disciplines such as time management, completing tasks on time, setting priorities, and consistently evaluating oneself, one can build a foundation for sustainable productivity. High productivity is not the result of occasional great efforts, but rather from consistent routines to achieve long-term goals. It also supports the formation of character, work ethic, leadership, and self-confidence. Simon Sinek in *Leaders Eat Last* states, "The true price of leadership is the willingness to place the needs of others above your own." This emphasizes that true leadership lies in the willingness to put the interests of others first. In terms of productivity, the success of a leader is also judged by the impact he has on those around him. A productive leader is one who is able to create a positive work environment, support team growth, and encourage collaboration and loyalty. By prioritizing the needs of the team through support, trust, and appreciation, leaders build a healthy work culture. Productivity in leadership is not solely judged by the final achievement, but also by the ability to build a cohesive team through exemplary attitudes and consistency in action. In line with James Clear and Hal Elrod's views on the importance of small, consistent habits, the PPI Curug Dormitory is a real example in the world of education. Since 1952, this dormitory has produced superior human resources not only in aviation, but also in various industrial sectors, thanks to the instillation of positive values instilled from an early age.

The pattern of character formation of leadership in the PPI Curug Dormitory is based on a simple but consistent daily routine, such as morning assembly, maintaining cleanliness, exercising together, and a regular study and rest schedule. These activities gradually form an attitude of discipline, responsibility, and resilience which are important provisions for cadets in facing professional challenges. More than just a routine, life in the dormitory instills the value that small habits that are carried out seriously can form great character. This is in line with Hal Elrod's view that the way a person starts the day greatly influences the success of his life. Thus, the dormitory is not just a place to live, but also a place to form the identity of future leaders.

In their book *Ikigai: The Japanese Secret to a Long and Happy Life*, Héctor García and Francesc Miralles highlight the importance of engaging in positive and meaningful activities on a regular basis as essential for maintaining mental and physical health. The concept of *ikigai* focuses not only on finding a purpose in life, but also on carrying out daily habits that provide meaning and value. Persistence in carrying out activities that are enjoyable and useful is believed to increase happiness and strengthen resilience to stress and various health disorders.

As stated by García and Miralles (2018), “The key to a long and happy life is to find purpose and meaning in your daily activities and to engage in them consistently. Small, positive actions repeated daily create a strong foundation for well-being.”. Consistent positive activities, such as maintaining social relationships, exercising regularly, and pursuing hobbies, have been shown to contribute positively to improving quality of life and prolonging life. This is evident in the Okinawan community in Japan, which is known for its high number of healthy and happy elderly citizens.

Through a value-based approach and positive habits, Asrama PPI Curug proves that the creation of superior human resources does not depend on facilities, but on the consistency of character building. This is what makes its graduates able to compete, adapt, and contribute amidst global challenges.

Conclusions

Based on the results of the analysis, it can be concluded that the formation of character and productive work attitudes does not only depend on formal education, but also on small habits carried out in everyday life, especially in the dormitory environment. Dormitories, as collective residences, have a big role in instilling the values of discipline, responsibility, and time management skills that are crucial in forming individuals who are ready to face the world of work. Small habits that become the foundation that forms productive and professional attitudes. In addition, social and spiritual habits, such as worship and exercise, strengthen integrity and mental balance, which are very much needed in the world of work. Learning about personal financial management and organizational skills in the dormitory environment also increases individual readiness in facing professional challenges.

Small habits such as waking up early, maintaining cleanliness, making schedules, and organizational and spiritual activities have proven to be the foundation for building leadership character. This is supported by the views of James Clear (2018), Hal Elrod (2016), and Maxwell (2007) who emphasize the importance of consistency in daily routines as the key to long-term success. Such as in the context of the PPI Curug Dormitory, which has produced superior individuals with leadership character and work attitudes that are very much needed in the professional world. The dormitory plays a role not only as a residential facility, but also as a strategic environment in shaping character and preparing individuals to face the dynamics and demands of the world of work.

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Conflicts of Interest

The authors declare no conflict of interest.

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