

## **Social Interaction of Employees Students To Kiai**

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**Abstract:** This study aimed to describe and analyze the social interaction of students of employees against Kiai, while specifically aim is to describe and analyze forms of social interaction of students of employees against Kiai in Pondok Pesantren Sunan Drajat Banjaranyar Paciran Lamongan and to describe and analyze the factors that background Interaction Kiai employees and social students at boarding Sunan Drajat Banjaranyar Paciran Lamongan. This type of research that researchers do is qualitative. Emerging forms of social interaction between the students and the employees are very diverse and dynamic Kiai. Social interaction in the form of associative and dissociative. Some forms of social interaction between Pupils Employees with Kiai include: cooperation, accommodation, latent conflict and of contravention. Factors that cause the emergence of social interaction between students of employees with Kiai is imitation, social interaction is influenced by the actions of employees imitation of the students to imitate the style and techniques of kiai in functions as a speaker and preserving the values and rules of religion. Timescales, the classification of the attitude and condition of the individual becomes an important consideration in creating an imitation in the interaction of students with Kiai. Suggestion, social interaction is influenced by suggestions from employees on what students are taught by kiai to them. The suggestion is corroborated by the values of religion are always color the contents of the teachings of the students kijaji employees. Identification, social relation that is influenced by the identification process is the students reflect on the teachings in their lives and kiai kiai figure is a model figure that makes students the employee wants to run her life as taught by kiai; Motivation, where Kiai become one of the motivators of the students in the schools. Dedication, experience, knowledge, and the intercession of Fr. Yai is the motivation in the form of social interaction of students with Kiai and interaction among students; At Tabarruk value is an important factor in social interactions in boarding sunan degrees. The existence of Romo Yai became a center of learning in the internalization At tabarruk for the students. Solemn, compliance, obedience.

**Keywords:** Social interaction, Pupils Employees, Kiai

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### **I. INTRODUCTION**

One of the institutions that can balance the mind and morality is a boarding school. Notabanya boarding school as a base hotbed of Islamic teachings AhlusSunnah of waljama'ah, should be able to get up and clean themselves with the complete lack of deficiencies that exist in order to be a bastion of moral and doctrinal people and numerous challenges that continue the progress of time flowing with the understanding of capitalism, liberalism, ideas and beliefs, as well as the body of doctrine that is contrary to Islamic values intrinsic value.

In the middle of the progress of time increasingly complex, the boarding school to face competition from a variety of formal schooling in the vicinity saw it PondokPesantren should be able to perform a variety of educational innovation in order not to cut off contact with the dynamics of education homeland, even internationally, and most importantly, not leave his flock because of the torrent of globalization and modernization of education homeland, as well as responsive to the development of methodologies and technologies to always be able to exist and adapt as best as possible.

On the other hand the needs of the community against the system of religious education and the plenary in the current moral decadence increasingly difficult unstoppable become PondokPesantren increasingly able to demonstrate the relevance and significance in society by declaring itself as an institution pengembleng moral relegius and creator of religious intellectual who involed with the problems of society. For that as an education institution. PondokPesantren the mission of creating a new generation of Muslim blessings and educated to carry out the mission mandate Islamiyah in scope bermasyarakat life and state.

Boarding school is one place to make students berakhlak al karimah, good and devoted to Allah in accordance with the Quran and Al-Sunnah, of course, to realize it takes a process, in which students have to

follow a rule that's been made by schools, These expectations make them after graduation will be familiar in running their daily lives, we often see in a boarding school students commit an offense, they should be sanctioned, the sanction must correspond to the west and ringanya their offenses.

The existence of boarding schools themselves can not be separated from the figure of a teacher of Islam as a source transmitter of science, especially the Islamic religion, and as a public figure in tuakan. Positioning kiai in pesantren at this time can not be separated from the communication made him toward the students, which by all keterbatasannya, Kiai should be able to remain the protector of students and schools, communication patterns kijaji formed from high interaction between the cleric with a kiai, and the cleric with students. Where the cleric serves as the parties were able to connect kijaji communication with students. However, because the number of students who so much so that students who become administrators are given a special time for deliberation and resolve any permasalahan occurred in PondokPesantrenSunanDrajat. Kiai communication model in PondokPesantrenSunanDrajat influenced by the concept of morality. Kiai kiai status and charisma.

In general, the existence of pesantren kiai in a central position. Kiai is the focal point for the movement of a boarding school. Kiai is a source of inspiration and a source of knowledge for its students, an absolute, often a pesantren, Kiai is the pioneer, the manager, the leader, the caregiver even a sole proprietor, so that a kiai seen authoritarian leadership. Modernization of pesantren (Majid, NurKholis criticism against traditional Islamic education) (Yasmadi, 2002: 63).

Based on observations beginning of the study, emerging forms of social interaction between students of employees with other scholars who are very diverse and very dynamic nature. In other words, the social interaction between students of employees with kiai can occur in the form of positive social interaction that is associative like cooperation, accommodation, assimilation, and acculturation and others or social interaction that is negative is Dissociative such as: competition, conflict, and conflict, this research study will be deepened because the researchers also wanted to see more about the factors that influence the emergence of various forms of interaction.

The general objective of this study is to describe and analyze the social interaction of students of employees against Kiai, while specifically aim is to describe and analyze forms of social interaction of students of employees against Kiai in PondokPesantrenSunanDrajatBanjaranyarPaciranLamongan and to describe and analyze the factors that are Linked social interaction background Kiai employees and students at boarding SunanDrajatBanjaranyarPaciranLamongan.

## **II. LITERATURE REVIEW**

### **Social interactions**

Gillin Gillin and 1954 (in Elly M. Setiadi et al, 2007: 91) states that social interaction is the relationships between people individually, between groups of people and individuals with the group. Ben Walgito (2003: 65) social interaction is a relationship between one individual with another individual where one individual can affect other individuals so that there is a relationship of mutual reciprocity.

According to Bonner (in Ari H. Gunawan, 2010: 31) social interaction is a relationship between two or more people, so that the behavior of one individual affect, alter, or improve the behavior of other individuals, and vice versa. According Macionis that the definition of social interaction is the process of acting and reply actions carried out by someone in a relationship with another person.

### **Kiai, Employees and Boarding School Pupils**

Kiai is the most essential part of a boarding school. Most of the Kiai is the founder of the boarding school he runs. So the growth of a boarding school usually depends on the ability of the boarding school founder Kiai. Kiai in addition to educators and teachers, as well as holders of managerial control of the boarding school. The shape of the boarding school assortment is a reflection of the tendency Kiai. Kiai have different designations depending on the area where he lives.

Kiai or caregiver boarding according to Ismail (1999) is an element that is essential to a boarding school. On average schools are developed in Java and Madura Kiai so very influential figure, charismatic, authoritative, so highly respected by the people in boarding schools. He is a figure or a figure who became a central figure or role model in a boarding school environment. Besides considered the supreme leader, Kiai also considered as a source of learning his students.

Pupils are a group of people that can not be separated from the life of the clergy. Pupils are students or students who are educated and become followers and loyal clerics struggle progressors. Terms students employees is a term that is not often found outside of PesantrenSunanDrajatdipesantren. Pupils defined as anyone who becomes a part of Java population members who embrace Islam in earnest, praying to the mosque on Friday and so on. Pupils are a group of people that can not be separated from the life of the clergy. Pupils are students or students who are educated and become followers and loyal clerics struggle progressors. Meanwhile, if in the review of the concept of employee. employee is anyone who works with selling energy (physical and

mind) to a company and obtain remuneration in accordance with the agreement (Indonesia, 2009). Employees according to Nawawi (2011) of human potential as a driver of the organization in realizing its existence or potential which is to function as capital assets and non-material capital in a business organization which can be transformed into a real potential for physical and non-physical in realizing the organization's existence. Based on the concept of students and employees on the basis of students terminology employee is a student studying in religious schools or so-called boarding school once served in the boarding school, providing strength in realizing the existence of the boarding school. Pupils employee has the task of helping kiai in building boarding schools, boarding schools manage, maintain the values of the Islamic struggle. Boarding schools are boarding schools to learn Islam (Hamid, 1983: 329).

### **Social Exchange Theory**

The theory of exchange (exchange theory) is a well proven approach to studying social processes and social structures in the social sciences (Cook, O'Brien, and Kollock, 1990: 158). Peter Blau stated that the exchange theory has great appeal that precisely due to "its basic ideas Widely applicable and give new meaning to everyday observations" (Blu, 1987: 86). A main feature of the exchange theory is the observation observation of exchange processes that occur everywhere.

### **Symbolic Interaction Theory**

Symbolic Interaction is one of a new theoretical perspective comes after the theory of action (action theory) as developed by Weber. In view of human symbolic interactionism not be seen as the product is determined by the structure or an objective situation, but as an independent actor. According to the theory of symbolic interaction of human action implies subjective. Interactions generate meanings and meanings that shape our world, these meanings change and evolve and when it happens the world was changing and evolving (Craib, 1992: 113).

### **Leadership theory**

A leader is someone who has the ability to make others do what they would not do and disliked it. Harry S. Truman Leadership is the ability to decide what to do and make others want to do it. Dwight D. Eisenhower, leadership looks like art to make other people want to do something that you believe it should be done. Benjamin Franklin is an outstanding leader because he knows how to influence others. Leadership is influence other group members. Influence on leadership approaches indicate that a reciprocal relationship exists between influence and followers where the exchange or transaction occurs. Without followers there would be no leader and no leader there would be no followers. As said by Homans, "The influence of others is obtained commensurate with letting oneself be affected by others" (1961, 286). The leader gets the status, recognition awards and reinforcement as to donate energy to achieve the objectives of the group. Followers gain power and ability to arrange group activities of leaders to achieve the goal. Leaders provide structure, direction and resources. Followers provide respect and strength. directions and sources. Followers provide respect and strength. directions and sources. Followers provide respect and strength.

## **III. RESEARCH METHOD**

### **Type and Research Approach**

This type of research that researchers do is qualitative. The approach used in this study is phenomenology. Researchers studying the cultural events that make the outlook on life, experiences, meanings, attitudes, and behavior of the subjects. Then try to explain, express the meaning of the concept or the phenomenon. Researchers seek to interpret and explain the actions, experiences, thoughts of the subject by describing the structures of the base.

### **Research Focus**

Based on the background of the problem and and research objectives, the focus of research in this dissertation concerns the social interaction of employees with kiai students in some cases according to the background of the problem:

1. Employee social interaction of students with kiai, with indicators:
  - a. Forms of social interactions that occur between employees with kiai students when learning religion (recitation yellow book)
  - b. Forms of social interactions that occur between employees with kiai when students in a dormitory
  - c. Forms of social interactions that occur between employees with kiai students when outside boarding schools
  - d. Forms of social interaction that occurs between students employees with kiai when in residence (ndalemromoyai)

- e. Forms of social interactions that occur between employees with kiai students when carrying out his profession as an employee,  
Forms of social interaction can be the nature of associative instance of cooperation, accommodation, assimilation or other associative forms of interaction. Also forms of interaction will also be dissociative kontrafensi eg competition conflicts and other disputes.
2. Factors underlying the emergence of social interaction with the indicators:
  - a. Imitation
  - b. Suggestion
  - c. identification
  - d. Motivation
  - e. Value At Tabarruk

### **Data Analysis Technique**

In this study, the authors analyzed the data using descriptive analysis, where the object of a study described in the form of words not in the form of numbers. Moleong (2008) states that "descriptive is an analysis that describes the state of the research object in the form of words, pictures and not numbers." Thus, in this study the researchers describe the social interaction between students employees with kiai with words that have been acquired and collected either from observation, interviews, and documentation of data. The data has been obtained and collected and then studied in a way to understand these data. Having understood then classified based on needs related to the research topic. The final stage of this data analysis is examining the validity of the data. After this stage start now stage interpretation of data by associating with theories relating and presenting it in the form of qualitative research. It is intended for research conducted walked with ease and reached a conclusion that is in accordance with what was planned.

## **IV. DISCUSSION**

### **Pupils Employee Interaction with Kiai in place Ngaji**

The results of this study show that has established cooperative relations between Kiai and the students of employees in the Koran. Cooperation is a joint effort between individuals or groups to achieve common goals. Cooperation since humans began to interact with each other. Cooperation will develop if a specific situation. As is shown in the above mentioned interactions between Kiai which the students and employees have established cooperative relationships with Kiai who delivered material and the students listened attentively employees. With the cooperation undertaken situation formed an impregnation process values are expected to be conducive and orderly.

If it is seen from the form does social interaction showed that intensive communication used to be able to achieve a certain goal. In this case the purpose of the communication intensity can be done to achieve the optimization of the absorption values by the students. Mechanisms underlying pattern of social interaction are to be found in the conditions of exchange, and not within the norm of reciprocal links (Zetlin, 1996: 125). He prefers to use the terminology of social exchange rather than interacting voluntarily, thus rejecting the existence of an act of physical stress or demands of consciousness.

The interaction between the students with Kiai, in this case also become important in the internalization of the process involves the interaction among students, specifically students employees with students. Not much different from what was said before, in this case the infiltration of religious values are also reflected in the interaction between students of employees and students of the cottage. knowledge transfer will be of religious values became much more profound if a conducive atmosphere is created among the students. Cottage life will be full of life together with various parties to make its members are required to be able to adjust well. Especially for the students that in fact it has a background that is different.

Forms of interaction in the lives of the students at boarding SunanDrajat can be said to walk quite conducive. The relationship in the process to be able to absorb the values of religious or Yellow Book employees among students with other common students can be good, harmonious, harmony, and compact. Forms of interaction do indicate the direction in which the associative forms of interaction has been established good relations that benefit all parties involved. Both in terms of learning and impregnation on religious values as well as other issues.

Life in PondokPesantrenSunanDrajat also very dynamic because there are many students who have a background, character, and personality are different from one another that will possibly occur friction or impact on ideology, idealism and ideas with one another. Di behind the harmony tucked inside atmosphere contradictory to divide the two parties involved. Forms strongholds or ideologies on the equation group is excessive in this case also colored state employees and students among other students. Not infrequently, the attitude among students who do tend to refer to the Collectivity-Self orientation (Baert, 1998: 51-52). the

dilemma one faces in interacting sometimes also about whether to pursue the interests of themselves or have to share with other people as a collectivity.

### **Pupils Employee Interaction with Kiai in Dormitory**

According to some students of employees, the process of interaction between students of employees with Kiai is happening in the dorm is quite intensive and frequent. The level of interaction between students with Kiai employees who often can provide a positive impact on employee relations and Kiai students. Pupils employees and Kiai are often met included in the interaction that is associative. Is associative because the more often students interact employees and Kiai, expressing the concern of Kiai against employees excellent students. The visit is not done often, but this is still regarded as a form of interaction that are associative. Because Kiai students still make contact with employees. But it would be better if Kiai more frequent interaction with students employees.

Interaction is done directly by Kiai positive impact on the relationship with the employee students Kiai. It shows that Kiai directly show concern and a positive relationship to students and employees. ifKiai with students employees interact directly then the chances for errors in the delivery of information will be minimized. In addition to direct students also interact with their employees Kiai through intermediaries. Interactions done indirectly can be said to be a relationship that is associative. It is said associative because as if through an intermediary such as caretaker cottage, assistant Kiai, and the head of the employee, the employee students can establish a better relationship. Good relationships are done when they often interact. So that students not only employee interacts with Kiai alone but with caretaker cottage, assistant Kiai, and the head of the employee.

Recognition of one of the administrators, the process of interaction between students with Kiai pretty good employees. Although the visit Kiai is not done often, but this is still considered a form of associative interaction. Because according to AM Kiai still show their caring attitude in a way when there are problems to students of employees, but students did not report to Kiai employees. Kiai visited the hostel to give guidance to students so that something does not fit it straightened out again. With that done by Kiai accommodation to students forming associative relationship. Kiai employees greatly appreciate the presence of students in the development process in the boarding school sunan degrees. Sense of concern shown by Kiai showed that the associative relationship.

In PondokPesantrenSunanDrajat, Kiai position as a leader, a respected person and a role model by administrators, educators, students and students of public employees. Administrators, educators, students employees, and the general students are obedient to the commands diungkapka by Kiai. It is associated with leadership theories expressed by Homans (1961: 286). said that, "The influence of others is obtained commensurate with letting oneself be affected by others' leader gets the status, recognition awards and reinforcement as to donate energy to achieve the objectives of the group. Kiai status as a leader of Islamic boarding school, acknowledgment that Kiai capable of leading boarding schools, and give strength to a boarding school. Because Kiai is the power source of a pesantren, getting others to believe in Kiai, then who want to be students at the school will be the more. Then the followers gain power and ability to arrange group activities of leaders to achieve the goal. Caretaker cottage, assistant Kiai, and the head of the employee, the employee students can establish better ties with the relationship is expected to achieve the purpose of boarding.

Kiai role greatly affect the boarding school, which serves as a leader Kiai is addictive. Dependence in question is the dependence of students employees and students of the caretaker lodge, caretaker cottage to students of employees, as well as the caretaker lodge against Kiai. Kiai as a leader should also maintain relationships with students employees, because according to Kiai, students employees was instrumental in the development process the cottage. This shows the attitude of dependence between the leader and members and members with its leader. As described in by Zander (1979: 45) leader provide structure, direction and resources. Followers provide respect and strength. The interdependence between leaders and followers have been shown in many studies.

A most widely spoken in the group is most likely to become the leader (the average correlation between participation and leadership is 0.65) (Burke, 1974: Stein & Heller, 1979: 23). See leadership as influence reciprocal relationship between leaders and subordinates do not make the group's leadership is based on their dominance. A group of subordinates do not make leadership based on their dominance. Hitler, for example, describes leadership as the ability to mobilize the masses (through persuasion and violence). a leader must learn how to print, and change the same shape as a wood craftsman must learn how to work wood. Both of these views are not correct. Leaders do not affect through violence and coercion. The influence of a leader aimed to persuade the group to cooperate in creating and achieving goals. Leadership is the art of convincing members of the group to work with a minimum of division and cooperation as much as possible. It often means that leaders need to persuade and inspire members to follow the views of leaders about what should be done to achieve group goals.

In boarding found that the patent structure Kiai, caretaker of pesantren, Kiai assistants, students employees, and the general students. The patent structure becomes a benchmark that in pesantren are structures functioning regularly. As described in the approach / structural-functional theory of human behavior in the context of discussing the organization (community) and how these behaviors are in (to maintain) the condition of the balance / society. Fundamental problems facing every social organism is how it can survive and patterns of interaction between-subsystem that occur therein can maintain the integrity of the system. According to Zeitlin (1995: 3), assuming that developed this approach is that every social structure, or at least the priority,

### **Pupils Employee Interaction with KiaiPesantren Off**

Social interaction between Kiai with students by employees outside the cottage fairly rare. This is understandable because of the intensity and ease of access for students to be able to perform the activity and interaction out very small cottage. Even usually only for a few necessities like to buy building materials or just to buy groceries and occasionally go out to play to people's houses that are both working on the building with the students of employees, and so on.

Walgito (2003: 65) social interaction is a relationship between one individual with another individual where one individual can affect other individuals so that there is a relationship of mutual reciprocity. Based on the existing circumstances indicate if a form of interaction and relationships interwoven stay awake even outside the scope of the cottage. Form of interaction is done in this case associated with good connections made among individuals, between groups and individuals in the group. This is shown by the interaction that exists between the students with Kiai outside the scope of the cottage. As pointed out by the social interaction between students Kiai with employees outside the cottage is very rare. If there is a form of interaction is usually just passed and the students always greet Kiai when met outside the cottage. Even if it happens in a fairly low intensity. But the students still apply and uphold the values of high awards at Kiai which will be able to build the character of a good self with self forming and placement reluctance good self. With the can shape a person's character would be easy to be formed demeanor and conduct themselves with good placement. But the students still apply and uphold the values of high awards at Kiai which will be able to build the character of a good self with self forming and placement reluctance good self. With the can shape a person's character would be easy to be formed demeanor and conduct themselves with good placement. But the students still apply and uphold the values of high awards at Kiai which will be able to build the character of a good self with self forming and placement reluctance good self. With the can shape a person's character would be easy to be formed demeanor and conduct themselves with good placement.

Kelompok solidarity also manifested in the lives of the students within the scope of PondokPesantrenSunanDrajat which if there is one of the students who are having problems outside schools other than the students who are usually also helps. This is done not only by fellow students employees but also with ordinary students. With the help other students can be said if it is part of the empathy that are implemented within each of these students. With the embodiment of feelings of empathy that is built inside these students, it can be said that social interaction has been intensely and deeply intertwined in the relationships between students.

Their form of behavior or actions as something purposive (Huber, 1997: 67). The relevance is that the behavior of helping each other is not something that is done without any goal to be achieved it. This kind of behavior is in existence aimed to realize a form of life that is in harmony and balance. In the process would not instantly do and achieve objectives in accordance with what is expected. It is sometimes difficult to do because of their reluctance or lack of self-awareness and sensitivity to be able to address every thing that happens around it. Thus improve and strengthen self-awareness and sensitivity has also become an important form of matter in its orientation to do.

Voluntary actions of individuals are motivated to get the rewards that he would expect from the others. He stated that the mechanism underlying patterns of social interaction are to be found in the conditions of exchange, and not within the norm of reciprocal links (Zeitlin, 1996: 125). Relevance to the conditions that occur in this case the students slowly began to realize the importance of mutual help. That is partly motivated on the remuneration of any kind will be accepted if the form of mutual help that they do and implement in their lives. Rewards earned as a form of social exchange that occurred in this case is by obtaining the forms of assistance as well as feedback on their attitude toward other students who've helped before.

According to Zeitlin (1995: 3), assuming that developed this approach is that every social structure, or at least the priority, contribute to an integration and adaptation to the prevailing system of existence if the continuity of the structure or the existing pattern described through the consequences or effects both supposedly necessary and beneficial to the problems of society.

Dissociative forms of interaction which is possible in this case is a form of contravention namely resistance with hidden so as not dispute (conflict) is open. Contravention is a social process with the sign of uncertainty, doubt, denial, and denial by not openly expressed. The cause of contravention is the difference

between the establishment of certain circles and other circles in the public establishments or establishments can also complete community. With the shape of contravention of this kind then not immediately addressed properly and accordingly will be able to lead to the kinds of conflict that will instead lead the students on negative values. In other words the character and personality that will awaken in the students themselves will also be loaded with values that are viewed negatively. Other kinds of conflict is defined as a social process as an advanced form of the contravention. In the quarrel, dispute already is open. The dispute occurred because of differences more sharply among certain circles that the students with the community outside the scope of the boarding school. Therefore, in this case it is important to direct the students in providing the appropriate attitude for any problems that occur both within the scope of the internal and external boarding school boarding school. By directing and providing corresponding tendency within the students then in giving attitude, one of which is realized by mutual help will be placed in the appropriate context.

#### **Pupils Employee Interaction with KiaiKiai at Home**

According to some students of employees, the process of interaction or communication between students employees with Kiai is happening in the palace RomoYai is the interaction dissociative form of contravention is indicated by the shyness within the students to speak out which in this case it is possible to arise the possibility of things leads to a behavior that is negative. In this case shyness is not completely to blame. That is because shyness will also be able to cultivate an attitude of prudence within students and will also help the adjustment of the students to the social sphere around them. Or in other words shyness in this case may also be categorized as associative interactions that lead to things that are positive,

In the interaction between the students with Kiai, in this case also become important in the internalization of the process involves the interaction among students, specifically students employees with students. Not much different from what was said before, in this case the infiltration of religious values are also reflected in the interaction between students of employees and students of the cottage. In making a transfer of knowledge and values become much deeper then the first is very important to create a conducive atmosphere among the students. Cottage life will be full of life together with various parties to make its members are required to be able to adjust well.

The relationship in the process to be able to absorb religious values among students with students other public employees. Sometimes too awkward to stay there because of their proximity disadvantaged familiarizing both deeper. In addition, it reflected that the interactions demonstrate associative forms of interaction that has established good relations which would also benefit all the parties involved in it. Both in terms of learning and impregnation on religious values as well as other issues. As in this case also happens that accommodation forms the balance of social interaction in relation to the norms and values in society. By harmonizing and conduciveness of interaction that is built will have demonstrated that both the students in accommodating employees with general students can address their differences with wisely.

One form of social interaction that is associative ieassimilationor the meaning of a social process that arises when there are groups of people with different cultural backgrounds, associating with each other interactively in the long term. Thus, gradually, there is no difference between individuals and groups to reduce these differences. Assimilation efforts include strengthening the unity of action, attitude, feelings having regard to the interests and common goals. Relation to the relationship between students Employees with Kiai or students are also included in the assimilation process because the process of interaction takes place in a long period of time with a view to strengthening the unity of action, attitude, feelings with regard to the interests and common goals.

#### **Pupils Employee Interaction with students Kiai in Workplace Employee**

Interaction Pupils employees with Kiai in the workplace is the interaction that occurs when Kiai visits to students karyawan in the workplace caused by one or another, either to provide guidance or there is a problem that makes Kiai should pay a visit to the workplace because students no employee facing to Kiai. The shape of the attention given to students Kiai employees can give the students motivation for employees to be more active in carrying out its activities. Moreover, it also can foster a sense of responsibility in students employees. The attention form included in the form of associative interaction. Due to the shape of the attention given Kiai, students employees will feel valued and cared for.

Based on the theory of social interaction revealed by SoerjonoSoekantoKiai form of attention given to students of employees is a social process that can determine system and social relations in the boarding school. The social process includes the process of individuals who later became a member of an organization, in this case is a boarding school. However, the process carried out by individuals (students) can not be separated from the public lodge. That is because the interactions that occur in the cottage can clarify the state of social relations and also meaning in assessing the interaction of the various situations and cultures that exist in the boarding school.

Kiai figure in PondokPesantrenSunanDrajat for students as well as employees are parents. It can be felt when the students of employees in the workplace. This is understandable because studentskebuatuhan employees banked all his life of Kiai. They live dipondok boarding sunan degrees dependent on the subsidies given to the students boarding school employees. Starting the need to eat and drink and clothing daily. up on the need to participate in the learning process dipesantren such as the need to buy books and so forth.

## **Factors background Social Interaction Students Employees against Kiai**

### **1. Imitation**

Based on the results of research conducted in this case a form of interaction can occur which consists of various forms which then has done well among students with Kiai, as well as among students in this regard is influenced by a variety of factors, including the imitation factor. Imitation is an action that mimics the actions, values, norms, or the science of people or groups interact. Imitation factors have a very important role in the process of social interaction that can motivate a person to fulfill the norms and values that apply. Imitation is derived from the English language, which means imitation imitation or mimicry. Mimic the action in this case is done by learning and following the actions of others that caught his attention. Imitation can be done through a form of imitation of the manner of dress, hairstyle, style of speech, how to behave, and so on. Imitation can be positive if it encourages a person to maintain, preserve, and keep the prevailing norms and values. According Murdiyatmoko (2007: 70-72) Imitation is an action that mimics the actions, values, norms, or the science of people or groups interact. Imitation factors have a very important role in the process of social interaction that can motivate a person to fulfill the norms and values that apply. Imitation is derived from the English language, which means imitation imitation or mimicry. Imitation factors have a very important role in the interaction process. Imitation is the process of imitating the behavior and style of a person who became his idol. Mimicking the actions performed by learning and following the actions of others that caught his attention. Imitation may occur for example, how to dress, haircut, style of speech, how to behave, and so on. Imitation can be positive if it encourages a person to maintain, preserve, and keep the prevailing norms and values.

### **2. Suggestion**

The concept of suggestion is a way of giving a view or influence from within seseroang or group of persons to another person or another group in a certain way so that the person / group receives the views or influence exerted without further thought. Additionally suggestion is a process of social interaction by providing a view or influence by one person to another person so as to move or affect the person's heart to follow the views or exerts influence. The emergence of social interaction factor of suggestion in the boarding school students sunan employees in these degrees as the narrative some students employees. The influence of suggestion more easily occur if the person giving the suggestions are people who are influential, authoritative person or leader of the people. The suggestion may appear from the outside, and from within. From the outside means of suggestion given by another person, or objects that are beyond one's self. Of the means of suggestion given by yourself for yourself. Suggestion can be bad (negative suggestion) can also be good (positive suggestion) for people who tersugesti. If the materials given time give suggestions on someone is negative, then the result of the vote may be affected and eventually follow the negative suggestion. Similarly, if the suggestions given positive, it could be people who accept suggestions follow the positive suggestions. The facts show that there is a positive suggestion which has many benefits.

### **3. Identification**

In the form of the supporting factors of their interaction in this case is identification. Identification can be interpreted as a tendency or desire for someone to be with others. The identification process can take place by itself (unknowingly) or intentional. Included in this are contained in the interaction of employees with Kiai students. Based on the results of interaction studies conducted oriented to form the values which have begun terintis within the students. This is indicated by the values that have been impregnated by the students are then reflected in the daily lives of the students which it affects the perspective of the students against private figure kiai. The view in the association is a matter of how to view, thought,

Based on the meaning, in his view, the individual that the students are influenced by the values believed to be good and the values inculcated in himself and his environment. Perspective on the good or bad of the phenomenon in this case also depends on how people interpret a phenomenon that occurs in the surrounding scope. Each individual with all power and Traffic in him which became associated with the knowledge they already had in the end will lead to the formation of a foundation in strengthening ways of behaving.

Besides, it will also happen everyday behavior, views and ideology embedded within the individual closely with based on the results of the association who have collaborated with the knowledge and values that are internalized within them. In the end it encourage ourselves the students to be able to embed what they



interpretation as a good thing. With the hope they will be able to practice the values that they deem to be suing them at a better life and provide similar views on others.

Although it is in its realization will be encountered obstacles that would then be difficult for them to realize the form of applied behavior of the identification results, but it does not then make them feel pessimistic, instead they continue to think optimistically, not broke and stay motivated that they will be able to apply values that exist and follow the footsteps of Fr. Yai. Identification embodiment of the figure of a Father Yai they expect in this case is not only capable of being a reliable teacher, but also an accomplished speaker with the peculiarities of their special character.

The existence of a form of identification in the interaction between students who awoke employees with Kiaistaknansi not only on them, but also internalized among the students themselves. This is related to the existence of squeued employees in this case the average old mature enough to make them identify that with age adult must also be accompanied by their thought must also be mature. With the maturity that is in these students then unwittingly makes the emergence of the notion that they are brothers. With the premise is then also further strengthens the relationship between the students.

#### **4. Motivation**

Factors of social interaction that is built up in this case is motivation. Motivation is an impulse given by one person to another so as to bring the spirit to others. In the process of interaction that exists at the school, students and students of diverse employee motivation. Motivation emerging from students and students of employees one of which comes from personal self reflection of the Father Yai. Motivation arising from employee students namely a dedication, as committed by their earnest of a sincere heart desires. Another motivation that appears besides the soul of devotion that is their motivation to gain experience. Experience will be gained by the students and students of other employees at the lodge is not that religious activities and some activities outside of religious education such as entrepreneurial skills and others. In addition, students and students of employee motivation in the form of income for the afterlife are looking for perpetual charity.

The motivation of students to work at the school employees in the form of devotion to boarding / RomoYai, studying, gain experience, and seek blessing abahKiai. In addition to the motivation that has been described above, students employees also stated that they were carrying out their profession because they want to study, gain experience, and seek blessing abahYai. This is the motivation that comes from within ourselves respective students. Motivation will also facilitate the students of employees in carrying out cooperation in several activities performed by the cottage. There is cooperation when khitobiyah activities, rolingan exchange of experiences. Cooperation can form in the interaction built by man, as well as in the community lodge. Cooperation will be realized if there is a good cooperation between students and students with religious teacher / caretaker cottage cleric and others. Cooperation can basically be constructive (building) and destructive (destructive). However, most of the existing cooperation in the cottage tends to be constructive. For example, cooperation contained in Khitobiyah activities, which in these activities the students can exchange experiences. There is cooperation because sometimes students employees also need help students though not often, such as creating the foundation of buildings, ngecor because they need many people. most of the existing cooperation in the cottage tends to be constructive. For example, cooperation contained in Khitobiyah activities, which in these activities the students can exchange experiences. There is cooperation because sometimes students employees also need help students though not often, such as creating the foundation of buildings, ngecor because they need many people. most of the existing cooperation in the cottage tends to be constructive. For example, cooperation contained in Khitobiyah activities, which in these activities the students can exchange experiences. There is cooperation because sometimes students employees also need help students though not often, such as creating the foundation of buildings, ngecor because they need many people.

#### **5. Value AtTabarruk**

Process interactions that occur within the boarding school also recognize the value of ketawadhu'an. This Ketawadhu'an value can also be interpreted as the value of obedience, compliance and value can also be called value ta'dziman. Religious values as indeed has been the hallmark of a boarding school where the students and employees with RomoYai students should be ta'dzim, dutiful, for believing in RomoYai as an educator. Even seldom their prejudice against RomoYai to the model of education at boarding school. Ketawadluan value is the basis of the concept of neighborhood students At tabarruk in employees. In other words, the main purpose of the employees live in boarding school studentssunan degrees is seeking a blessing of life.

In the interaction of students in boarding school always inseparable with Tabarruk At this value. This can be proved by every time students when they met with Father Yai in such learning and recitation of the Koran common yellow book will surely be followed in solemn and quiet. Of these activities have demonstrated forms of associative interaction (social interaction positive direction). The atmosphere is very conducive when

in a forum for learning or teaching can walk quietly and solemnly. Thus, the process of knowledge transfer that occurs will be well for the pilgrims who follow can be quiet and conducive. This is due to the nature of the students and students of the employees were dutiful to listen to and follow the forum held by RomoYai.

Pupils own employees as a form of obedience is also required to be courteous to Kiai under any circumstances. According to the value of trust in students and students that instruction from Kiai employees as well as the instructions given by his parents. So it is obligatory to do. Pupils and students of the employees also assume that what the students are instructed by Kiai employees have been through the process of thinking has matured, so that students of employees without a doubt do what is instructed by Kiai. These attitudes do not dispute the students and students of employees to maintain the values that prevail among the students Kiai employees. No students and students of employees who refuse orders from Kiai is a form of harmony that is the cooperation carried out by the students Kiai employees.

Not all students that employees understand what is instructed by Kiai. Therefore ketawadhu'an value held by the students and students of these employees also can not be completely done without the reciprocal relationship that are sustainable. Pupils and students of the employees not only receive instruction from Romo complete all Yai, but also do the questions of instruction RomoYai deemed unclear and confusing or do not agree with the opinion of the Kiai.

Field findings show that in addition to the three factors above arise that could affect the social interaction of students in boarding school employees, it turns out there is another factor which is very typical, but the most dominant influence on social interaction students employees. These factors are the values Ketawadhu'an. Ketawadhu'an value is a form of local moral values in schools where the social interaction that exists is also influenced by the shape of the reflection of religious values that teach that the students will get the blessing of life in the present and the future. The world and the Hereafter when he could be polite and obey the direction of Fr. Yai. These conditions led to figure Kiai also as an educator was explaining the students duly employees must listen well. Relevance later awakened in this case is closely related to large inner willingness of the students to then be able to mimic the style of discourse RomoYai for assessing the style shown very nice and inspiring. Essentially refers to a form of impersonation or try to be similar to someone is a form of the dominant formation is influenced by several basic patterns of behavior in social interaction in the process of absorption of existing values. The tendency of the students who are eager to be able to mimic the style of the first lecture of Kiai is the influence factor of imitation. The students who are routinely well acquainted with learning techniques well as lectures Kiai make sooner or later they will feel amazed that in the end the desire to be able to replicate what style of learning and lecture Kiai. Imitation can be positive if it encourages a person to maintain, preserve, and comply with applicable norms and values. So also with the students who are already feels appropriate and comfortable with the delivery of such and make them capable of absorbing knowledge at the same time the value is there. So the more encouraging them to do similar things as a form of preservation that lecture style is done and has been a hallmark of Kiai. and comply with applicable norms and values. So also with the students who are already feels appropriate and comfortable with the delivery of such and make them capable of absorbing knowledge at the same time the value is there. So the more encouraging them to do similar things as a form of preservation that lecture style is done and has been a hallmark of Kiai. and comply with applicable norms and values. So also with the students who are already feels appropriate and comfortable with the delivery of such and make them capable of absorbing knowledge at the same time the value is there. So the more encouraging them to do similar things as a form of preservation that lecture style is done and has been a hallmark of Kiai.

The intensity of the meetings both in terms of teaching and lecturing in the absorption of knowledge and values that exist are also increasingly affects the emotional closeness that is built up between Kiai and the students. The basis making the students much more familiar with how the character and disposition Kiai own. It is a bit much to influence on the students from the outset does have a desire to be a figure they admire the Kiai. Interaction opportunities both in and outside the context of learning makes the students begin to identify the things that are the basis of their very distinctiveness Kiai admire. From the shape of desire arise either consciously or unconsciously making a push on it increasingly reinforced and internalized within the students who are not directly motivated by what Kiai. In this case Kiai also have contributed to the strengthening of self-motivation in students with emotional support provided.

Based on some of the assumptions that in order to understand the emergence of the phenomenon of students employees who are willing to work day and night without their salaries and wages, but they are still working with a professional can not be seen from the eyes out of their social environment for the students these employees interpret social interaction they do is built upon the values of local, powerful and underlie their behavior is ngalab blessing and tawadhu '. Both local values are very stuck subjectively on the students employees because they see figure scholars who are very strong with the teachings of ngalabbaraka (At Tabarruk) and tawadhu 'in the PondokPesantrenSunanDrajat.

## V. CONCLUSION

Emerging forms of social interaction between the students and the employees are very diverse and dynamic. Social interaction in the form of associative and dissociative. Some forms of social interaction between Pupils Employees with Kiai include:

- a. Cooperation. cooperation undertaken situations between employees with Kiai students in the process of helping employees totality of students in the construction of a boarding school Sunan Drajat while Kiai responsible for fulfilling the daily needs of students and allow their employees to study at Pesantren Sunan Drajat without the cost. This interaction membentuk sebuah impregnation process values are expected to be conducive and students regularly show respect to the concern of Kiai Kiai also to students of employees
- b. Accommodation is a form of social interaction balance in relation to the social norm among students with Kiai. Accommodation conducted aimed at reducing contention due to differences in understanding, preventing the explosion of contention for a while, realize cooperation between groups living apart due to psychological as well as cultural and smelting seek separate social groups.
- c. Latent conflicts. The so-called latent conflict between the students and the employees of Kiai is the emergence of non sefahaman students do the work of employees in the construction of the cottage but the students just keep the conflict so that they do not become manifest conflict or outward
- d. Contravention is resistance with hidden so as not dispute (conflict) is open. Contravention is a social process with the sign of uncertainty, doubt, denial, and denial by not openly expressed. it usually appears as a form of students employee dissatisfaction with the decision taken kijaji

In addition to the forms of social interaction can then be inferred Factors leading to the emergence of social interaction between Pupils Employees with Kiai include:

- a. Imitation  
Social interactions are influenced by the actions of employees imitation of students to imitate the style and techniques of kiai in functions as a speaker and preserving the values and rules of religion. Timescales, the classification of the attitude and condition of the individual becomes an important consideration in creating an imitation in the interaction of students with Kiai.
- b. Suggestion  
Social interaction is influenced by suggestions from employees on what students are taught by kiai to them. The suggestion is corroborated by the values of religion are always color the contents of the teachings of the students kijaji employees
- c. Identification  
Social relation that is influenced by the identification process is the students reflect on the teachings in their lives and kiai figure is a model figure that makes students the employee wants to run her life as taught by their kiai
- d. Motivation  
Kiai existence became one of the motivators of the students in the schools. Dedication, experience, knowledge, and the intercession of Fr. Yai is the motivation in the form of social interaction of students with Kiai and interaction between students.
- e. Value At Tabarruk  
At tabarruk value is an important factor in social interactions in boarding sunan degrees. The existence of Romo Yai became a center of learning in the internalization Attabarruk for the students. Solemn, compliance, obedience, and harmony is a form Ketawadhu'an to seek blessing (At tabarruk) in the social interaction between students and Kiai and interaction among students

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