



Group Cohesion and Social Reinforcement: Exploring Dynamics in Student Organizations

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Abstract. This study aims to determine the relationship between group cohesiveness and social loafing among students who take part in UKM at the Muhammadiyah University of Sidoarjo. Social loafing is influenced by several factors, one of which is group cohesiveness. This study uses a correlational quantitative approach. The variables of this study are group cohesiveness as the independent variable and social loafing as the dependent variable. The population for this study was 547 members, while the sample size was 232 members. The sampling technique of this study uses a non-probability sampling technique in the form of quota sampling. Retrieval of data using the psychological scale of the Likert scale model, namely the group cohesiveness scale and the social loafing scale. The data analysis used in this study is Pearson's Product Moment correlation technique with the help of SPSS 26 for Windows. Based on the results of the correlation analysis, it showed that the correlation coefficient was $r_{xy} = -0.286$ (significance $0.000 < 0.05$), which means that the researcher's hypothesis was accepted. There was a negative relationship between group cohesiveness and social loafing among students participating in UKM at Muhammadiyah University of Sidoarjo. The relationship between of group cohesiveness on social loafing is 8.2%.

Keywords - Group Cohesiveness, Social Loafing, Student.

1 Introduction

Students are people who study at universities or colleges. A student is trained to have critical and logical thinking. Every college trains its students to join organizations, in these organizations students are trained how to work in teams and become a leader in the organization. The organization is a group that develops extracurricular and consists of organizational leaders and members who have the same goal to carry out a work program from the organization.[1]. The organization created by students themselves based on their interests and talents, namely the student activity unit (abbreviated as UKM) is a forum for student affairs that provides opportunities to channel skills and interests, this institution stands alone not from the student executive band organization.[2]. Every student activity unit or UKM cannot be separated from the work program, in the work program requires the cooperation of each member in order to achieve the objectives when the work program is carried out.

In a group task, it will relieve each member and the burden of the task will be borne together so that it will be completed quickly and relieve all members. But some things don't go according to the flow because not all individuals are willing to contribute as a whole and cooperate with other members. This triggers a decrease in the performance of each individual and will trigger to rely on other members when completing the task.[3]. This phenomenon is

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often referred to as *social loafing* or commonly called social laziness, this phenomenon often occurs in a small group and most often occurs in an organization. *Social loafing* or social laziness is the reduction in motivation and effort when individuals carry out activities together in groups compared to when working alone [4]. However, there are members who do not contribute much to the group, this can be seen in previous research that 76% of members have *social loafing* in the group even though it is categorized as low [3]. [3]

Based on an initial survey through interviews with three students who participated in student activity units about *social loafing*, it shows the existence of *social loafing* behavior. Individuals have a feeling of boredom and boredom with the individual environment will decrease motivation when participating in activities, the existence of widening responsibilities can be seen when individuals feel they have contributed more and will wait for the participation of other members to complete the responsibilities that have been given. One of the subjects interviewed said he often saw passive members when there were activity tasks. This is already related to the aspects of *social loafing*, namely decreased motivation when participating in group activities, passivity, widening responsibilities. [5]. From these actions that *social loafing* or social laziness not only makes a loss in the organization but also harms the individual [6]. [6]. *Social loafing* has a negative impact, will create envy in the group and the potential to decrease and cohesiveness in the group will affect attendance, performance, and group satisfaction. while the negative impact for individuals, then individuals will lose the opportunity to practice skills so that they cannot make themselves develop [7]. [7].

Social loafing is influenced by several factors, the first is *individual level antecedents of social loafing*, namely task interdependence, task facilitability, distributive justice, and procedural justice. Second, *group level antecedents of social loafing*, namely group size, group cohesiveness, and acceptance of group members' laziness. [5]. Based on research conducted by Paksi and Mariana entitled the relationship between cohesiveness and achievement motivation with social laziness (*social loafing*) in students majoring in psychology at Padang State University. Shows a significant relationship between cohesiveness and achievement motivation with social laziness (*social loafing*), the relationship of the three variables is negative. [8].

The results of previous research with the title "The Relationship Between Group Cohesiveness and Self-Efficacy with Social Laziness in Organizational Members" say that cohesiveness can have a positive influence on organizational members and the organization itself, and can provide balance in the organization by reducing the problems that exist in the organization. [6].

Group cohesiveness is the togetherness of the group is very important for the work of group members [9]. When there are members who do not have a sense of liking for other members, it will make the contribution reduced. If between group members have a sense of belonging to each other, then each member will contribute optimally [6]. [6]. Members who have a sense of wanting to always be together, stay and cooperate in the group so that group goals can be achieved. This statement is in accordance with Davis and Greenless that if all members establish friendships and understand each other and need other members as a group, social laziness will decrease [10]. [10].

Based on the explanation that has been described above, the researcher wants to find out more about the "Relationship between Group Cohesiveness and *Social Loafing* in Students who Participate in UKM at Muhammadiyah Sidoarjo University". The purpose of this study was to determine whether there is a relationship between Group Cohesiveness and *Social Loafing* in Students who Participate in UKM at Muhammadiyah University of Sidoarjo.

2 Research Methods

The research method used in this research is quantitative with correlational type. The correlational quantitative method is to determine the relationship between the independent variable and the dependent variable.[11]. The *independent* variable or independent variable in the study is group cohesiveness which is measured using the group cohesiveness scale. while the *dependent variable or dependent* variable in the study is *social loafing* which is measured using the *social loafing* scale. The population of this study were students who participated in UKM at Muhammadiyah Sidoarjo University consisting of 547 members, determining the number of samples from the population using the Slovin formula with an error rate of 5% and a sample size of 232 members. The sampling technique in this study used *non probability sampling*, with *Quota Sampling* sampling technique. The quota sampling technique is a sampling that has certain characteristics until the desired number (quota).[12]. Data collection in this study used two scale techniques, namely the group cohesiveness scale and *socail loafing*. This study uses a Likert scale model, the scale used is strongly agree (SS), agree (S), disagree (TS), and strongly disagree (STS).[13]. Giving a moving score of 4 - 1 *favorable* items and *unfavorable* items from 1 - 4.

The group cohesiveness scale with a total of 32 items consisting of 16 *favorable items* and 16 *unfavorable items*, which were compiled using aspects according to Caron and Brawley: group unity in task (*group integration task*), group unity in social (*gruop integration social*), individual attraction to *group* related tasks (individual attraction to *group task*), individual attraction to *group social* (*individual attraction to group social*). [5]. *Cronbach's Alpha* reliability results are 0.948 with a total tryout sample of 100 members. While the *social loafing* scale has 40 items consisting of 20 *favorable items* and 20 *unfavorable items*, which are compiled using aspects according to Myers: decreased individual motivation when participating in group activities, passivity, widening the responsibility, joining other people's efforts (*free rider*), decreased awareness of the evaluation of others [5]. [5]. With *Cronbach's Alpha* reliability results of 0.939 with a total tryout sample of 100 members. After the validity test and reliability test are carried out, the next step is to perform data analysis techniques using the Pearson correlation method (*Product Moment*) using SPSS 26 to test the hypothesis.

3 Results And Discussion

3.1 Research Results

The normality test is used to see the residual value is normally distributed. In this normality test using *Kolmogoro-Smirno*, with the help of SPSS 26 for Windows. The value for making decisions in the normality test if the significance value is > 0.05 then the value of the residuals is normally distributed, and if the significance value is < 0.05 then the value of the residuals is not normally distributed.[14]. Based on the results of the *Kolmogorov-Smirnov* test research getting a significance value of 0.200, it can be said that the residual value is normally distributed. Based on the results of the linearity test *deviation from linearty* significant value (p) 0.490 means that there is a linear relationship between the independent variable and the dependent variable. Researchers use decisions based on the significance value of *Deviation from linearity* > 0.05 , so there is a linear relationship between the independent variable and the dependent

variable. So it can be concluded that there is a linear relationship between group cohesiveness and *social loafing* because the result is $0.490 > 0.05$.

Based on the results of hypothesis testing, it is known that the results of the correlation coefficient $r_{xy} = -0.286$ which has a significance value of 0.000 for the group cohesiveness variable, while the value of the *social loafing* variable also has a significance value of 0.000. The decision taken in this hypothesis test uses a significance value <0.05 , so it can be called correlated. Based on this explanation, there is a negative relationship between group cohesiveness and *social loafing*.

Table 1. Hypothesis Test Results

		Correlations	
		Group Cohesiveness	Social Loafing
Group Cohesiveness	Pearson Correlation	1	-,286**
	Sig. (2-tailed)		,000
	N	232	232
Social Loafing	Pearson Correlation	-,286**	1
	Sig. (2-tailed)	,000	
	N	232	232

** . Correlation is significant at the 0.01 level (2-tailed).

Based on the results of the score category table below on group cohesiveness, there are 17 members in the high category with a percentage value of 7.32%, 214 members in the medium category with a percentage value of 92.24% and there is 1 in the low category with a percentage value of 0.43%. While the results of the score category on the *social loafing* scale there are 12 members in the high category with a percentage of 5.17%, as many as 205 members in the medium category with a percentage value of 88.36% and there are 15 members in the low category with a percentage value of 6.46%. From the explanation above, it can be concluded that the level of group cohesiveness and *social loafing* in members of UKM Muhammadiyah University Sidoarjo is moderate.

Table 2. Subject Score Categorization

category	Norma	Group Cohesiveness Social Loafing					
		Score	Subject	%	Score	Subject	%
High	$X > (\mu + 1.5 \sigma)$	> 72	17	7,32%	>107	12	5,17%
Medium	$(\mu - 1.5 \sigma) < X \leq (\mu + 1.5 \sigma)$	48-72	214	92,24%	83-107	205	88,36%
Low	$X < (\mu - 1.5 \sigma)$	< 48	1	0,43%	<83	15	6,46%
	Total		232	100%		232	100%

4 Discussion

Based on the research results, it is known that the correlation coefficient $r_{xy} = -0.286$ which has a significance value of 0.000 with a value $< 0,05$. These results indicate a significant and negative relationship between the group cohesiveness variable and *social loafing*. When group cohesiveness is high, the lower the occurrence of *social loafing*, on the contrary, if group cohesiveness is low, the higher the *social loafing* that occurs in UKM members at Muhammadiyah Sidoarjo University. These results are supported by previous research by Fajrin and Abdurohim entitled "The Relationship Between Group Cohesiveness and Self-Efficacy with Social Laziness in Organization Members" which obtained a negative correlation with a value of $r_{xy} = -0.318$ between group cohesiveness and social laziness. [6]. The relationship between the two variables will be seen if the success of an organization will require a group that is able to maintain cohesiveness or cohesiveness between groups, when the organization is able to show its cohesiveness, of course there will be no social laziness.

Social loafing behavior has a negative impact on individuals, groups and society. The cause of *social loafing* behavior is group cohesiveness, and cohesiveness has a very large opportunity for the formation of *social loafing*. The higher the group cohesiveness, the smaller the occurrence of *social loafing*. [15]. The relationship between group cohesiveness and *social loafing* can be explained by aspects of group cohesiveness according to Myers: the first aspect of group cohesiveness, namely group unity in the task, namely the description of members about

closeness and similarity in the success of group tasks if it is associated with *social loafing* that members who lack closeness and similarity to each other will make it negative so that it has an impact on individuals who will spend little in working together and group success will be difficult to achieve. According to Anggraeni and Alfian, members who are willing and happy to sacrifice to the group because of the *sense of belonging* in the group. [5].

Social group unity is the second aspect of group cohesiveness, which is an individual picture shown by group members about bonding and closeness when carrying out social activities that are lacking will make one member not have the motivation to carry out activities together. So that individuals will spend little effort in contributing to activities. According to Aulia and Saloom, members who do not want to gather and spend time together, so that there are fewer opportunities to get closer and closer will reduce individual motivation while in the group. [5]. The third aspect of group cohesiveness, namely individual interest in the group, is that members feel involved when completing group tasks. If it is related to *social loafing*, if the individual's understanding of the goals and performance in the group is reduced, the individual will not want to try to perform in the group. Groups that have high cohesiveness will show commitment and interest with fellow group members, so members will try with all their hearts to do tasks and take responsibility in the group.[15]. The last aspect of group cohesiveness is individual interest in the group socially, namely members feel their involvement during social interaction in the group, when an individual is not willing to accept the presence of people and acceptance of someone will make individuals lose motivation and effort while in the group. Aulia and Saloom said that individual interest in groups socially significantly affects *social loafing*. [5].

The role of group cohesiveness in organizations is very important, if group cohesiveness in organizational members is high, namely having an interest in each other which creates a sense of comfort and makes individuals excited about working together so that *social loafing* will not occur in members. Like a study entitled "The effect of cohesiveness on social laziness behavior in working on group assignments while studying from home for Psychology 2020 students at Al-Azhar University Indonesia" the results of this study say that high group cohesiveness is one of the factors that can reduce social laziness behavior in students. [16].

From the score category which shows that *social loafing* in this study is moderate with a percentage value of 88.36%, meaning that out of 205 UKM members having *social loafing* behavior when members work in groups there will be those who are not optimal in contributing to the group. Just like the research entitled "The Relationship Between *Social Loafing* and Prosocial Behavior at Yabri Integrated Vocational School" shows that the *social loafing* behavior shown by the subject is moderate. This is because when someone is in a group, especially in large numbers, they will not contribute to the work optimally compared to working alone. [17].

This study shows that group cohesiveness has an influence on *social loafing* of 8.2% on students who take part in UKM at Muhammadiyah University of Sidoarjo, while 91.8% is influenced by other variables. Factors that influence *social loafing* such as self-esteem, achievement motivation, and self-confidence.[18]. Like research with other variables with the title "Motive Relationship with Social Laziness in Students" with a correlation coefficient value of -0.653 which means there is a negative relationship between motive and social laziness by showing a strong relationship. [19].

5 Conclusions

Based on the results of research that has been conducted, it is said that there is a negative relationship between group cohesiveness and *social loafing* in students who take part in UKM at Muhammadiyah University of Sidoarjo. Based on the results of the data analysis that has been carried out, the results of the assumption test between group cohesiveness and *social loafing* have a normal distribution and a linear relationship. While the results of hypothesis testing show a negative relationship between group cohesiveness and *social loafing*, so that the higher the group cohesiveness of UKM members, the lower the *social loafing* in the UKM organization. The effect of group cohesiveness on *social loafing* is 8.2% while 91.8% is caused by other variables. The limitation of this study is that researchers only prove the relationship between group cohesiveness and *social loafing*. There are still many other variables that can affect *social loafing*, such as self-esteem, achievement motivation, and self-confidence.

The suggestion of this research for students is to maintain cohesiveness, a sense of togetherness, and establish friendships by participating in every activity so that group cohesiveness increases so that *social loafing* behavior will decrease. For the student activity unit, it is hoped that an event will be held that can build togetherness and provide an opportunity for each member to express his feelings while in the scope of UKM, so that it will make members understand each other. For future researchers, this study only uses one variable to determine the effect on *social loafing*. It is hoped that researchers can develop other factors that influence *social loafing* such as self-esteem, achievement motivation, and self-confidence.

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